



TL'AZT'EN NATION 39TH ANNUAL GENERAL ASSEMBLY STAFF REPORTS





Tl'azt'en Nation neyunk'ut tube soo Dakelh ts'inli
'inke 'uda' whuk'un'a nede'ut'en 'uts'ulh'en 'inke
neyun ooghuts'inli.



Tl'azt'en Nation is a strong Dakelh community,
and we practice the old ways of doing things and
we take
care of our land.



Declaration of Alliance and Relationship between Yinkawhet'enne

Recognizing that we Yinkawhet'enne have a common ancestry,
language, land, way of life and Bahl'ats system.

Acknowledging that our Ancestors saw it wise to organize and conduct our personal,
family, cultural, political and legal relationships through our Bahl'ats system.

We, Yinkawhet'enne, put our hearts and minds together and for
the future of our people say:

1. We acknowledge Yoodughi, The Creator.
2. We remember our Ancestors and acknowledge their love for us.
3. We see the faces of the generations of our people not yet born and we pass our love to them.
4. We respect and love our Land and know that, as our Mother, it has provided for us; and according to our Teachings we will stand as one to respect and protect our Land and all life on it.
5. Our elders and young are important, for the elders hold the knowledge of our people's past and the young hold our hope for the future. We work together to teach our young about Yoodughi, our Land, Languages, Teachings and our Bahl'ats so that they will grow up proud to be Yinkawhet'enne.
6. Our Bahl'ats system is sacred to us; in it we stand as one in times of great loss and in times of great celebration.
7. We will carry our ways and our business with respect, care and love for each other and we will create stability and confidence in ourselves and our young to ensure our people and our ways will survive in the future.
8. Where we have differences we will talk to each other with great respect, care and love and work out our differences to ensure harmony and balance in our own life, families and communities.
9. And as long as the sun shines and our rivers flow we will stand with each other, support each other and do all we can to lift up each other's heart and spirit.
10. With this we welcome the newcomers to our Land and we will share with them our Vision of who we are and knowledge about our Land; and we will live with them in a spirit of friendship and harmony.
11. We agree that the Leaders of our people will carry out talks in our Bahl'ats system with the newcomer's governments as a means of negotiating a fair, just and lasting agreement about our Land.

Et Ndohoneh



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39th Annual General Assembly - Agenda		
July 22-24, 2025		
Day 1	Day 2	Day 3
8:30 AM CONTINENTAL BREAKFAST	8:30 AM CONTINENTAL BREAKFAST	8:30 AM CONTINENTAL BREAKFAST
9:00 AM OPENING REMARKS - CHIEF	9:00 AM OPENING REMARKS - CHAIR PERSON	9:00 AM OPENING REMARKS - CHAIR PERSON
9:10 AM AGENDA REVIEW - REQUESTS FOR AGENDA ADDITIONS		9:30 AM - HEALTH
9:20 AM MINUTE REVIEW		
10:00 AM COUNCIL REPORTS	10:00 AM LANGUAGE PROGRAM	10:30 AM FIRESMART/EMERGENCY MANAGEMENT
11 :00 AM EXECUTIVE DIRECTOR	11:00 AM EDUCATION	11:00 AM ECONOMIC DEVELOPMENT
12:00 PM LUNCH	12:00 PM LUNCH	12:00 PM LUNCH AGA CONCLUSION
1:00 PM COMMUNITY HALL UPDATE – PROJECT TEAM	1 :00 PM SOCIAL DEVELOPMENT/ CHILD WELFARE	
2:00 PM HOUSING POLICY	2:00 PM - NEZUL BE HUNUYEH	
3:00 PM - LAND USE PLAN	3:00 PM NATURAL RESOURCES/FPX TSELK'UN	
4:00 PM - ADJOURN	4:00 PM ADJOURN	
5:00 PM - DINNER		
6:00 PM -8:00 PM - ENTERTAINMENT		



Chief - Edward John



Council Report

Tl'azt'en AGA

July 22-24, 2025

Tache Village

August 12, 2024 will be one year since the new Council of 8 were sworn in. The seven Councillors were acclaimed- no election. Only the two council positions were contested.

Immediately after the swearing in, a small forest fire erupted on Robert's Point. It looked serious. On inspection it was determined that a problem dog was put down and was being "cremated". It was a windy day and the crematory fire escaped, burning close to nearby homes and as a forest fire it expanded quickly into the surrounding

forest. In the end it was contained with a Tl'azt'en fire fighting crew and with help from buckets of water from an MoF helicopter. The Ministry of Forests then sent in an "investigation team" to determine the cause of fire. They were told it was caused by a dead dog. An auspicious start for the new Chief and Council and its mandate filled with a smouldering fire to get things done.

5 of the new Councillors had never been on any previous Council and two of the Councillors were involved with the previous Council.

At the start of Council's term Councillor Jermaine Joseph was selected as "Deputy Chair" of Council pursuant to the current Tl'azt'en Governance Manual.

It took the better part of the first six months for Council members to come up to speed. The Council considered a plan to establish a "Council Operations"

Plan to prioritize and support the work of Council. This included: a) Councillor mandates; b) budget for operations; c) support staff; d) Council schedule of meetings; e) Council Meeting Records and Minutes; f) Workspace, equipment and supplies for Council members as needed. This work is still underway as finances remain limited.

It was clear from the ouster to the new Council that the Community's Comprehensive Plan (2024) developed with communities members involvement and adopted by them was to be implemented.

The 13 major areas of the Plan became the Council's guiding pathway. They are also the guide for the Administration as a whole. The central cross cutting issue overall however is the "revitalization" of Dakelh language. On October 4, 2024 at Tlazten Nation's AGA, Dakelh language was adopted as the "official language" for Tl'azt'en Nation.

Tl'azt'en works directly with the Executive Director, Darren Haskell, on all policy related matters. Councillors have no mandate to engage with staff directly. Council has one (1) employee and that is the Executive Director. All direction from Council goes through his office to implement.

Each of the Council members have been assigned as "Leads" in key areas of the Nation's business:

-Councillor Mina Holmes -Tl'azt'en Nation Economic Development;

-Councillor Vera Mattess- Tl'azt'en Nation Education, with a focus on Dakelh Language Revitalization and on setting up a Tl'azt'en Nation Registry for all key Tl'azten Nation documents including Nation AGA meetings minutes and other records, Tl'azt'en Council meetings minutes and records, agreements with governments and, industry's and businesses and so on;

-Councillor Beverly John- Social Development with a focus on Tl'azt'en Nation child, families and communities services; as former Chief, Councillor John brings tremendous background and corporate knowledge to the Council table;

-Councillor Cecilia Harvey -Tl'azte'n Nation Human Resources with a focus on stabilizing the hiring and retention of personnel in all Departments;



-Councillor Christian Harpe- Tl'azt'en Nation members with a focus on Tl'azt'enne who live off reserve; as well Councillor Harpe's mandate includes a focus on Tl'azten Nation Research and that his mandate will extend to include Tl'azt'en Nation Health;

-Councillor Jermaine Joseph - Council Deputy Chair and Tl'azt'en Nation Communities (Tache/Middle river) Safety, Security, Well Being, Policing and Justice;

-Councillor Leslie Aslin- Communities Infrastructure Development and Maintenance; as previous Chief he brings tremendous corporate knowledge in all areas of Tl'azt'en Nations business.

-Chief leads on Tl'azten Nation Finances with support from Councillors Vera Mattes, Mina Holmes and Beverly John who have demonstrated a high level of financial knowledge and acumen.

The UN Declaration on the Rights of Indigenous Peoples adopted by the United Nations, Canada, British Columbia and by Tl'azt'en Nation provides a significant international framework to understand and support Indigenous Peoples in an emerging era of global climate change and the need for "sustainable development" in an industrial and technological age. The colonial era laws, policies and practice standards have marginalized Indigenous peoples, including Tl'azt'enne in very significant ways including their continued under-development, deep poverty and homelessness. Article 43 of the UN Declaration on the Rights of Indigenous Peoples places an important focus on the "the survival, dignity and well being of Indigenous peoples including Tl'azt'en Nation children, families and communities. A43 is a critical international standard which Tl'azt'en Nation will apply as standards to pursue in the overall strategy for social and economic improvements. As well A25 provides a solid basis for Indigenous world views to ground Indigenous reconnections to their history, language, culture and to their respective lands, territories and resources.

As we all recalled at the June 27-28, 2025 Lejac reunion we heard of the many key lifelong impacts and healing journeys from Carrier and Sekani children, families and communities, including Tl'azt'enne, arising from the federal government's system of Indian residential schools. These were operated by

various denominations of Christian based churches. Over decades Tl'azt'en and other Dakelh children were systematically removed by federal laws from their families, communities and lands and placed in far away Indian residential schools.

In the case of Tl'azt'en children, they were taken to Lejac and to Williams Lake. The reason listed on the entry form for the Chief, when admitted to Lejac states: "This is the only available school that this child may attend." Indian children were not allowed to attend public schools because of provincial laws which exclude them children from attending. As well they were directed to attend Indian residential schools by federal at least until they were 16 years old. As well, as early as As well as the 1950-1960s the province's welfare services began to remove Tl'azt'en Dakelh children from their families, homes and communities placing them in foster care or into adoptions far away places. Thus was born the "60s Scoop". The inter-generational impacts from these government initiatives was referred to by the Canada's national Truth and Reconciliation Commission as "cultural genocide".

Tl'azt'en Nation, under Social Development department, is now working to rectify this. This initiative will also include the need to have discussions with the provincial MCFD and various Indigenous delegated child and family services agencies.

As Tl'azt'en Nation Council seeks to "re-set" priorities and to address Tl'azt'en Nation members, families and communities' serious underlying "social-economic disparities" the Nation's intention is to build on the legal rights, freedoms and responsibilities collectively held by Tl'azt'enne.

Tl'azten Council, as it "resets" social, economic, cultural infrastructure and other priorities, is strongly advancing three major political priorities with all levels of government, industry, local communities and the public.

These political priorities are: 1) to determine and address the serious social and economic gaps including infrastructure gaps and housing; 2) to determine the nature and scope of "cumulative effects" arising from industrial levels of timber harvesting in Tl'azt'en Nation territory and its impacts on Tl'azt'en'n Nation peoples, families and communities, including on traditional food security

and; 3) the development of a progressive capacity development at all levels for Tl'azt'enne people, families and communities.

All of these are foundational and will guide members of Tl'azt'enne Nation Council in its work. Some of this is included in:

a). Tl'azt'enne Nation Council Resolutions, past and current, which provide general direction and guidance.

b) The Barricade Treaty signed in 1911 by our ancestors and leaders, on our people's behalf, securing treaty commitments and rights from Canada on issues including schooling, "necessaries of life", farming implements and food security including fishery. This Treaty and the commitments and rights therein, form a legal basis for the well being being of Tl'azt'enne including protecting existing reliance on traditional foods (ie all species of salmon, fish, wildlife and plants and so on) in territory and developing viable food production opportunities in areas such as ranching and farming. This Treaty was breached by Canada and a court case was filed. As a result Tl'azt'enne and Nakazli were able to commence negotiations and a settlement was reached in 2019. However because Binche had separated this settlement was delayed. However we are now advised that the Minister of CIRNA has signed off on the settlement and now awaits Treasury Board decision on the financial matters.

c) direction approved by Tl'azt'enne Nation members in collective decisions made at Annual General Meetings or at Tl'azt'enne General Meetings;

d) major documents which have been approved by Tl'azt'enne members at Annual General Assemblies, at General Meetings and in applicable core governance and operational documents such as the Tl'azt'enne Nation Election Code;

e) Tl'azt'enne Nation AGA motion of October 4, 2024 approving the Tl'azt'enne Nation "Declaration and Proclamation" and "background document" confirming Tl'azt'enne Nation's historic, current and exclusive and collective ownership and jurisdiction ownership to and over Tl'azt'enne Nation lands, territories and resources as well the right to govern and make decisions with regard to these. This key development now drives Tl'azt'enne Nation council in its work.

f) Tl'azt'enne Nation's Comprehensive Community Plan (CCP 2023), adopted by Tl'azt'enne Nation members provides direction for Tl'azt'enne Nation's pathway forward.

g) The Carrier-Sekani Tribal Council "Declaration and Claim", to which Tl'azt'enne Nation was a signatory and which was filed in April 1982 with the Government of Canada. It was accepted for negotiations by the federal government in 1983. This is an important historical statement which outlines Dakelh and Sekani position of "ownership and jurisdiction" based on inherent rights as well as aboriginal and treaty rights and aboriginal title recognized and affirmed as "legal rights" in Canada's constitution (1982). Also in the mid to late 1980s Carrier Sekani First Nations uzahne, hereditary Chiefs, organized a series of "All Clan Gatherings" to begin re-building on the traditional "Balh'ats system" This traditional governance was outlawed and criminalized by federal law in the 1880s. The outcome from these all clan gatherings are in a document referred to as "Yinkawhet'enne Proclamation" which was adopted at an all Clans leaders meeting in Saik'uz.

h) Treaties, Agreements and other Constructive Agreements which have been duly authorized and signed by Tl'azt'enne Nation Council on behalf of Tl'azt'enne Nation including the Pathway Forward Agreements, now in its 3rd iteration, the PRGT LNG agreement and many others. There will many other agreements which Tl'azt'enne Nation has developed, approved and signed and which provide commitments and resources for social-economic development initiatives. Council is ensuring these arrangements are reviewed and commitments implemented. Into the future Tl'azt'enne Nation peoples, families and communities face multiple development challenges and opportunities. Some of these include the LNG Pipeline proposed in the northwestern part of our territory, a number of mineral exploration initiatives as well as a proponent, FPX Nickel, of a mining project in Ts'elk'un. These major projects need to be fully understood by Tl'azt'enne Nation peoples, families, communities and keyoh holders. The free, prior and informed consent from Tl'azt'enne Nation is critical.

i) Indigenous Resilience, Connectedness and Reunification-From Root Causes to Root Solutions [A Report on Indigenous Child Welfare in British Columbia-Final Report of Special Advisor Grand Chief Edward John, November 21, 2016]. This report helps guide the work across all of Tl'azt'enne Departments.

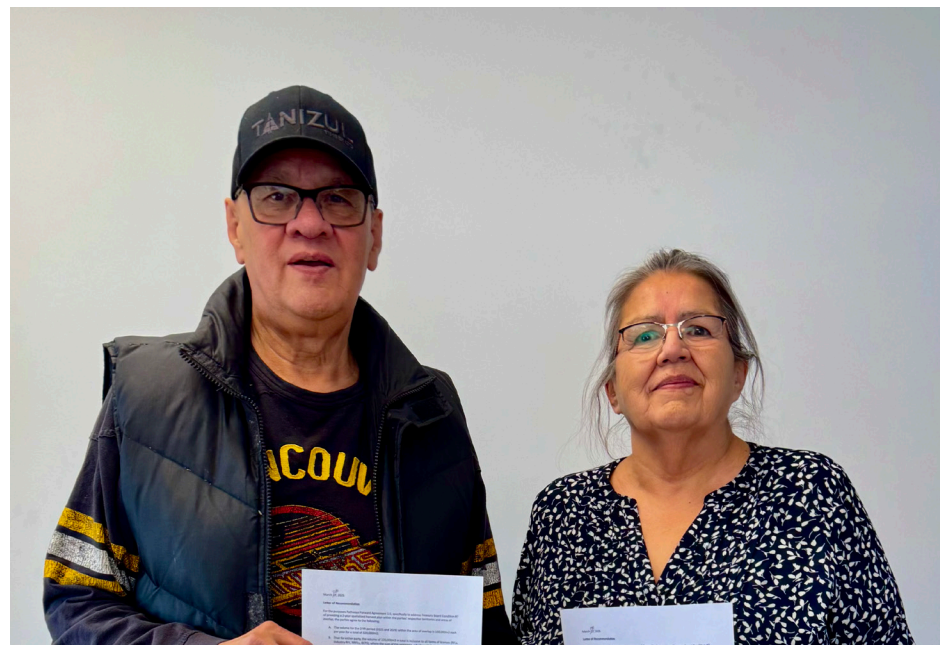


j) The federal legislation “An Act respecting First Nations, Inuit and Métis children, youth and families” (S.C. 2019, c. 24). The passage of this legislation provides an important unpinning for TI’azt’en Nations work in this area. Section 8(a) recognizes that the legislation is to “affirm the inherent right of self government which includes jurisdiction in relation to child and family services” and to “...the implementation of the UN Declaration on the Rights of Indigenous Peoples.”“Section 2 provides that “cultural continuity is essential to the well being of a child, a family and an Indigenous group, community or people” and “the transmission of the languages, cultures, practices, customs, traditions, ceremonies and knowledge of Indigenous peoples is integral to cultural continuity”.

k) There is also similar federal legislation on Indigenous languages. The “Indigenous Languages Act” was approved in Parliament in 2019 to support and fund Indigenous led language “reclamation, revitalization, maintenance and strengthening”. The Act confirms that Indigenous Peoples languages in Canada have constitutional rights related to their Indigenous languages. This is important to TI’azt’enne because the many children who were sent to Indian residential schools and/or removed and taken into government “custody/care” lost their language and cultural knowledge base. These now include those children who are being removed and placed in care, including the 63 TI’azt’en children who are under the province’s care under “continuing custody orders” (CCO) as well as those who are in care under some interim care order.

The mandate of Council is help TI’azt’enne understand the nature and scope of historical Crown laws, policies and practice standard and their as well as to now rely on new international standards to creative constructive, effective and lasting pathways forward for all TI’azt’enne, families and communities.

There is a lot to cover but this report outlines the essence of the approach and direction being used by TI’azt’en Nation Council to protect and advance the interests of TI’azt’en Nation peoples, families and communities.



Councillor - Beverly John



Chief and Council

It's been a fantastic year on this new term of Chief and Council. As Social Development lead, I've enjoyed many meaningful discussions on department programs and new developments on child welfare issues. It's been a wonderful learning opportunity for me and I'm excited for the work ahead with Renata, Michelle, Alyssa, other staff and the Social Development committee. I'm looking forward to the coming summer months and a plentiful berry and late Stuart sockeye salmon harvest season. As always, much love and respect to all the members, staff and Chief & Council. Thank you for your continued support and hard work.

This is a glimpse into my activities, events and meetings from this past:

- A highlight for me, is the meetings and events C&C had with off-reserve members in Prince George, and Vancouver at the time of the Leadership Conference. Of course, we have gone to Middle River for meetings, and a BBQ, with a boat ride with elders by Boos Che. Beautiful and we enjoyed it lots.
- The Social Development committee has continued to meet to review work plans, budgets and provide input with ongoing social development programs and initiatives. This includes meetings with Nezul Be Hunuyeh to define how we are going to work together for the best possible outcomes and results for our children and families.
- Significant time and effort were done to begin the work of Jurisdiction

and Prevention programming. It's exciting and I'll leave it for the Social Development report at the AGA, as it's too much information to do it justice in my report.

- I continue to sit as a Board of Director for the John Prince Research Forest and the Chuntoh Education Society. Both have quarterly meetings and do wonderful wildlife research projects and elementary school children's science and culture programming.
- Many meetings took place to finalize the Pathway Forward Agreement (PFA) 3.0 between BC and 7 CSFNs. There is more work to do to define allocation formulas and organize us to participate in the proposed work ahead. It's a work in progress.

Thank you, Tanizul Timber Board and Staff, for your continued support and contribution to the growth of Tl'azt'en Nation. My deep gratitude and appreciation for all that you do and contribute to the overall wellbeing of the community. Nenachailya

Tl'azt'enne, your voice matters and your participation in the issues of the Nation is important. It's a beautiful thing, when we put our strength together for the greater good of Tl'azt'en Nation. Wonderful things happen when we strive for Love, Unity and Peace. To the wonderful staff of Tl'azt'en Nation, nothing is possible without you!! Whatever the goal, the outcome is only as good as our effort. Well done everyone

I continue my wonderful journey with the Lord. Staying in prayer and the Word, gives me hope and a peace beyond my understanding. As world events get crazy and unpredictable, I am in prayer for you always.

God bless you ~Bev



Councillor - Mina Holmes



Chief and Council

Hadih, I am a Lhts'umusyoo person, my mother is Rose Holmes, la

te Gramma is Annie Mattess; late Great Gramma is Margaret Hanson. I am an elected Council Member since August 2024. I moved back to Fort St. James in July 2024 to be closer to home, family and community. I have been away from community for nearly 25 years for education and employment / career opportunities, as well as raising my family. I absolutely love being home! Among my favorite things I can do now that I am living at home is to be able to visit with Elders, aunties and uncles when possible. Being in-community has strengthened my sense of connection and being of

service is one of the most fulfilling roles I am grateful to perform.

ACCOMPLISHMENTS:

1. Council Operations Team: Policy and records management is an important aspect of good governance, which Councillors Vera and Beverly and I work on regularly, we support the full table with materials and planning. We have created a small yet growing library of policy, minutes and financials and other binders relevant to work we undertake. We understand the demands placed on the Executive Director therefore council supports a Associate Manager position that will assume some of the E/D's workload. We are also posting for a Council Secretariate to support council, chief and the tremendous technical work that is required to advance council mandates and strategies.

2. Finances Oversight: our team of Councillors Vera and Beverly and I

province oversight to the finance department. We understand there is work that needs to be accomplished in terms of policy development and timely transparent practices to be put in place. I look forward to Michelle Bell assume more of the leadership role in Finance.

3. Carrier Sekani First Nations (CSFN) Implementation Table as community representative along with John Leidl as technical. Among our tasks is to craft a Implementation Plan, workplans, budgets, deliverables, and relationships with each other, BC and Canada.

4. CSFN Chiefs table: I attend, participate and support Chief Ed at the Chiefs (Leadership) table. This includes the CSFN Board of Directors meetings and discussions.

5. The CSFN chiefs appointed a small team of CSFN Financial Allocation Team, a short-term team to provide recommendations on how to distribute the PFA3 agreement financial components.

6. Other Major Projects: Currently I am supporting a technical team approach to addressing the Tselk'un (FPX Nickel) and PGRT (pipeline) activities in Tl'azt'en Territory. I have continually reiterated Chief Ed's stance that any intention by industry in core Tl'azt'en Territory to be brought to Tl'azt'en; nothing without us and everything through us. I recently met with federal and provincial Geoscience departments inviting them to come to Tl'azt'en and create a database (for us) of the minerals in our territory.

7. Economic Development: The team and I continue working towards the creation of an Economic Development Corporation (EDC), and business opportunities. We have developed options for consideration of an EDC, a strategy and structure designed to achieve CCP outcomes. The EDC would be arm's length, however, connect to leadership to ensure support and input at a political level towards foundations good governance and responsible outcomes.

DAILY TASKS:

1. I am often in the office working with Chief and specific people on a variety of files, topics and issues, often writing, researching, and collecting data

for council and files I am responsible for. I have created large binders for CSFN, Natural Resources (some created for me), and EcDev as well as other topics.

2. During the month of March I logged 176 hours, a great deal of that time was working with our CSFN team and the larger CSFN communities to negotiate a renewed Pathways agreement, PFA 3.

3. As part of CSFN and PFA3, we are leading the conversation to address overlap and forestry management and sustainability (harvesting, planning, etc.), key areas that need to be worked on in 2025. We have numerous meetings with our neighbours over the past year on these topics.

4. Tools I use to better manage my time and communications are excel, a team member created an Excel Work Plan Tracking document that helps me stay on top of my workload. At 8:00 AM, I host Team Meeting with everyone I have files with. I also host or participate in NR related files, Finance, EcDev and council operations, and bi-weekly or monthly CSFN team meetings.

GOALS:

1. For the upcoming year, in my role I plan to finalize, along with the EcDev Team, a functioning Economic Development Corporation and continue to work supporting its successful startup; to initiate long overdue governance work identified in the CCP, this is another topic I feel passionate about. Along with Councillors Vera and Beverly, we will continue to set up records management for council operations; good policy makes good governance for implementation.

5. Other matters I look forward to work on is ensuring membership has easy access to records relating to the governance of our administration, which includes current council.



Councillor - Vera Mattess



Chief and Council

Hadi, my name is Vera Mattess. I began my term in August 2024. I have been appointed as the Council lead in Education with a specific focus on Dakelh Language Revitalization as well as the Records Registrar.

My parents are Seraphine Mattess and the late Joseph (Willie) Mattess Sr. My husband is Ralph Pierre and we have two beautiful daughters, Rebecca and Jodie. I have lived in Tl'azt'en all my life. I enjoy practicing my culture such as food gathering and listening to singing and drumming. I especially love listening to our spoken language from fluent speakers. I enjoy the outdoors, camping and boating or just driving through the back country.

I believe our Language is important and have been trying to learn as much as I can, when I can. Language is one of the most important gifts that can be passed onto future generations.

The first few months was spent trying to see how I fit into this new position as Councillor. I really felt out of sorts at first, but, then gradually, things started to fall into place. I have attended all Council, Band Members Meetings and the AGA, I strongly believe that you have to be present in order to fully engage and absorb the materials and experiences. Aside from our scheduled meetings, I also attend the Education Advisory Committee monthly meetings as well as Language Meetings. I have also had the pleasure to attend a Youth Council Meeting. One of the most important meetings that I believe we have attended was the BC Chiefs and BC Cabinet Meeting in January 2025. All First Nations chiefs and leaders met with government minister officials and conveyed our

priorities and goals for our communities.

I can't express my gratitude enough to the staff that are working extra hard to bring programs, events, activities and information out to our community. I am a firm believer that there is always something more that we could do to better our organization, our community and our future. The community events are quite important because they are inclusive to our members.

I have participated in most community events. I have sat on the AGA planning committee and along with another Councillor coordinated and attended the Lejac Reunion in Prince George, as well as a few other committees that include finance, council operations and records management. Our records are one of the most important documents that our Nation has and I believe that it needs to be consistent, organized and accessible for current and future leadership.

My goals for the upcoming year are to follow our priorities that are set out in the Community Comprehensive Planning Guide. We need to reach as many goals as we can. I am looking forward to the commencement of the T6 project which is the paving of the road to old tache and the construction of the administration and community hall.

I am also looking forward to what the next two years has in store for our council team. I believe that we have shown that we are working hard and we will continue to work hard.

Mussi, Councillor Vera Mattess

Christian Harpe – Councillor



Chief and Council

Tl'azt'en Nation | 2023–2025 Term

INTRODUCTION

My name is Christian Harpe. I was born in Prince George, B.C. My mother is Tanya Basil, daughter of Linda and John Basil. I am Lusilyoo (Frog Clan) and my father, Darren Harpe, is of European descent. I was raised in the Okanagan and continued my post-secondary education in Nanaimo, where I played competitive rugby. I later reconnected with our Nation through my role as Youth and Recreation Coordinator, which deepened my understanding of community needs and values. My soon-to-be wife is Amy Boland, who many of you know as the former Administrative and Education

Assistant at Eugene Joseph Elementary School.

I've now served nearly a full year as the elected off-reserve councillor for Tl'azt'en Nation. It's been an honour to serve our people living away from home and to support efforts that strengthen our governance and communication.

ACCOMPLISHMENTS & INITIATIVES

1. Council Newsletter Launch

In response to May discussions on how to improve transparency and communication, I proposed a monthly newsletter to be written directly by council members. This began in April 2024 and has become an important tool to update all members—on and off-reserve—on what their leadership is working on.

The newsletter outlines each councillor's activities, meetings, and community contributions, helping to foster accountability and bridge the communication gap across our Nation.

2. Governance and Policy Engagement

Over the past year, I've represented our Nation at regional and national governance forums. My focus remains on building strategic partnerships and ensuring Tl'azt'en voices are represented in discussions around Indigenous rights, governance, and youth involvement. I am especially grateful to Chief Ed John, who has been a tremendous example of leadership rooted in both culture and political experience. It has been an honour to learn from him—particularly his work with the United Nations and his role in incorporating UNDRIP as a core Tl'azt'en policy document.

3. Youth Mental Health Advocacy

I continue to advocate for youth wellness as a national representative on the Ways of the Heart Youth Council, supported by the Thunderbird Foundation and the First Peoples Wellness Circle. This role has allowed me to bring awareness to culturally rooted mental health supports, including the realities our off-reserve youth face while living in urban centres or away from their home community.

4. Off-Reserve Member Engagement & Services

One of the most meaningful parts of my role has been supporting connection between Council and members who live away from home. Our Nation held its first engagement sessions this year in Vancouver and Prince George. I was honoured to chair the Prince George meeting, and I encourage everyone to review the summary posted to our Facebook page, which captures the concerns, feedback, and priorities of our off-reserve members from that meeting. One of my goals is to continue to present meeting summaries from our engagement sessions. We are also working towards creating a dedicated staff position that would support off-reserve members in accessing services and maintaining strong connections to our community. We appreciate everyone's patience while this new role is supported and created.



DAILY TASKS & CHALLENGES

As a councillor, my days include participating in meetings with administration, chief and council, and external partners, and reviewing Nation-related documents, proposals, and communications. One of the biggest challenges is our Nation's current lack of capacity. There are often not enough workers to meet the needs, and those we do have are often stretched thin with limited time and resources. We hope to increase our overall capacity in the coming year, especially in governance, communication, and program delivery. I'm extremely grateful for all of our Tl'azt'en staff and senior management, I hope that our elected table can learn to serve you as best as possible.

GOALS FOR THE UPCOMING YEAR

Expand and improve off-reserve engagement.

Hold presentations and engagement sessions focused on socio-economic gaps, policy development, and Indigenous rights awareness

Increase youth involvement in Nation governance

Continue monthly reporting and strengthen transparency through the council newsletters and summary documents.

CLOSING REMARKS

It is an honour to serve as a councillor who lives off reserve. This past 11 months has been a wild learning curve—one that has shown me how broad and complex elected leadership truly is. Being in elected leadership requires us to understand and engage in a wide scope of topics, from infrastructure to health to education to culture. I genuinely enjoy this diversity of work; it keeps me learning and engaged with our community's evolving needs. I believe we have a strong Council team, and I'm hopeful that we can continue building real connections with our members. I look forward to the next two years of working alongside my fellow councillors on behalf of our Tl'azt'en community.



Darren Haskell - Executive Director Report



Administration

I would like to welcome everyone in person and on Zoom to 2025-26 Annual General Assembly. We have many projects on the go and would I will update you on progress of items that we have been actively working on together.

Community Hall Update

The Community Hall progress has been very exciting, and we are pleased to work towards the construction phase of the project. As a part of the construction phase we have hired a construction manager, to oversee this phase of the project.

We are hoping to have groundbreaking/ land blessing ceremony in Late July,

which would be the first step toward final construction.

Furthermore, the overall cost of the entire Community Hall/Administration building is ~\$34 million and we are exploring all options for final financing of the Community Hall project. These potential sources include Indigenous Services Canada, First Nation Bank of Canada, other financial institutions.

Tanizul Timber

Tl'azt'en Nation Chief and Council along with the Tanizul Board of Directors are working on a Relationship agreement that outlines the manner that the two leadership groups work together. This is a big step in formalizing the relationship between the parties.

The two parties have already agreed to regular meetings to discuss such things as the benevolence requests, community projects, technical support on projects for the nation.

Currently, Tanizul provides support for road maintenance and is working closely with the Administration on finalizing the T6 Road project. We are in final stages of providing a construction application to Indigenous Services Canada, for funding of the project.

The nation and community are very grateful that Tanizul has donated the ~\$12.2 million towards the completion of the Community Hall.

Economic Development

The Economic Development file has been assigned to Councillor Holmes as the lead of this file. Currently, the group is developing a economic structure that can suit the economic needs of the nation, while keeping the liability within a separate corporation. These details will be shared by the group as it further develops documentation.

Ranch

The plans for the ranch have not changed, We are looking into options to run the ranch in a more sustainable fashion. We are working with a local rancher to help us get some of the herd gain enough weight for slaughtering in the fall.

Our Ranch hands continue to move the herd to different grazing areas throughout the summer. This will continue until a final decision is made on the Ranch.

Community Comprehensive Plan Implementation

A job posting has been posted for a Comprehensive Community Plan implementation coordinator. This is to guide the implementation of the CCP and implement projects and identify further priorities laid out in the CCP itself.

A plan identifying priorities will be developed by the CCP implementation coordinator, once in place. The Implementation of the CCP will lead to on the ground projects and these projects will be presented to the community.

As the posting for this position has not been successful, we are working as a management team to discuss how we can implement the projects outlined in the CCP for each department. The management team can form the interim Champions table and initiate projects with achievable goals. This work will be important to keep the CCP alive and present in the community's eyes.

Policy Update

Our team has been updating various policies for the administration. Some of these policies have not been updated since 2016. We working to align these policies with Canada Labour laws and provide protection for not only the nation but employees as well.

Forensic Audit

At the Band Members meeting in March 2024, a motion was passed for the nation to undergo a 5 year Forensic Audit. A Request for Proposal was developed and sent out to various Accounting Firms. KPMG was chosen as the firm to provide this forensic audit.

KPMG has done some review, but requires additional information, which has been provided. The will first present to Council, and then community on their findings. This phase of the review was completed on a few departments, any further investigation will be decided upon when the report is reviewed.

Housing/Public Works

The Housing manager position has been posted, and resumes are currently being reviewed. As we move through the recruitment process, we are hoping to have a manager on board by late summer or early fall of 2025. In the meantime, the Executive Director and another Senior Manager are overseeing the Housing and Public works departments together.

We have also applied for funding to build at least 8 new homes. 2x3 bedroom homes, 2 x 2bedroom homes, 2 single bedroom tiny homes and 2 x 2 bedroom tiny homes. We are still awaiting word from ISC.

We are working on a more fulsome Housing Policy that covers everything from

rental arrears to home ownership. This will unveiled at the upcoming Housing Forum, planned for September. Prior the forum we will have a call out for Housing committee members and have the housing department back to full operations.

Housing has moved offices and are now located in the Social Development building. The new number for contacting the housing department is 250-648-3234.

If there are any issues concerning repairs or maintenance, please write to the housing office to have them addressed. For future housing allocations, please ensure that your housing application is up to date and filed with the housing department. As we have constantly had Housing managers move in and out of the position, applications may not be current.

Asset Condition Reporting System (ACRS)

Asset Condition Inspections were completed over a two week period beginning June 19 and ending June 26. These inspections are completed by professionals alongside our Public Works and maintenance team. These inspections will result in reports that will help us assess the quality of our assets in community. A final ACRS will be completed and sent to the nation for review. This report will advise us on repairs and maintenance needed on any community assets and we can reference the report when applying for funds to complete any repairs needed. The inspections completed were on the Water plant(s) in both Middle River and Tache, as well as the road and water systems. Also, the structures were inspected for age of life and current condition. The lift station, lagoon system, and back up generator for the School was also inspected. A final report will be submitted to the nation this September.

Emergency Response

Our current Fire dept is only trained to handle structural Fires, wildland fire training is being coordinated through the education department. We have compiled a list of equipment needed for the Fire department to be more adequately prepared for future fire situations. The Assets Condition Reporting System has taken into account the age of our Infrastructure and equipment. The Wildland Fire Training will further prepare our Fire department for any wildfire situations in the future.

Working Committees

Additional staffing needed to guide these committees into a final process.

Audit and Finance Committee – a draft Terms of Reference has been developed but needs to be finalized and a call out for Committee members is required.

Drug and Alcohol Testing

This has been approached by the nation before, legally we cannot force staff, other than those in safety situations, to take mandatory drug testing. A Drug and Alcohol Testing policy will be reviewed and implementation will be reviewed by legal experts.

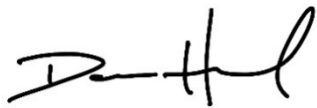
Elder's Coordinator

We have appointed the Culture coordinator as the interim Elders coordinator. We are reviewing the workplan and also looking at ways that we combine cultural activities with Elders activities.

Away from home coordinator

We have a proposal to hire an away from home coordinator, to act as a liaison between our members living away from the Community. This person will help navigate services available for members in urban centres and how to connect with the proper people. The planning is still in the early stages, but we want to acknowledge that our away from home members need support while living away from home.

Tube Cho Mussi,



Darren Haskell

Tl'azt'en Nation Executive Director



Charlene Tom - Executive Assistant



Administration Department

1. In Tl'azt'en Nation Administration, my roles and responsibilities are Recording Secretary for Chief and Council; Assistant to Executive Director; Indian Registrar Administrator; Commissioner for Affidavits; Reception and Custodian Supervisor.
2. In the past, our reception position is a challenge to fill. However, this position has been filled since September 2024 with Teddy Johnnie, he is a wonderful addition to the Administration office. Teddy is eager to help and is friendly. He is very helpful to the community on the phone and to our visitors that stop in the main office.
3. As a front line worker in Administration each day brings its own set of challenges. I remain committed to working hard for the betterment of Tl'azt'en

members. In 2025 marks 29 years of service with Tl'azt'en Nation including the past six years as Executive Assistant. When I started working in Administration late Paul Felix was the elected Chief, following him was late Harry Pierre. I have had the privilege to work along side the best of the best leaders in my younger years. I was taught most of what I know from Diana Martinson. I also held a 2 year term as Councillor.

4. One of the most demanding aspects of my role is record keeping and minute-taking. I have a central filing system in my office which houses records dating back to the 1990's. I ensure that all Council meeting drafts are completed and presented to Council for approval. The AGA meeting drafts are presented to community. I record everything including visitors and all incoming to the office calls. Should anyone have any questions or need assistance, please don't hesitate to contact me and I will do my best to assist you.

5. As an Election Committee member, we haven't had a meeting yet, but we should be meeting soon. The purpose of this committee is to make recommendations for any amendments to the Election Code. The Election Code is of high importance and should never infringe on registered band members' rights and concerns. Hopefully, community and committee will meet and help prior to the next Election in 2027. *Please note past Chief & Council selected this committee prior to new policy stating that employees are not allowed to be on committees.

Election Committee

- Georgina Alexis
- Charlene Tom
- Cheryl Schweizer
- Nellie Dionne
- Nicole Robert

6. As a band employee and community member, I have witnessed the deep grief we all endure as we say goodbye to so many of our loved ones. With each loss, we're forced to adjust to a new way of living-one without those who once stood beside us. I continue to pray for all who have lost family members, and

especially for my own. Even though I navigate my own journey through grief and personal loss, I remain committed to my work and to fulfilling my responsibilities to the best of my ability. Through it all, I hold on to the importance of family and community. If there's one thing grief has taught me, its this: value what you have today-your family, your spouse, your children and grandchildren, your aunts, uncles, and your friends. Life changes quickly, and while we may not have control over those changes, we can choose to adapt, to support one another, and to carry forward with strength and compassion.



Michelle Bell – Finance Department



Finance Department

Hello everyone!

It's been a great year working with the Tl'azt'en Nation, and I'm truly grateful for the opportunity to be part of such a dedicated team. I've had the pleasure of working alongside some amazing co-workers, and I've learned so much during this past year.

One of the highlights this year has been collaborating with department managers to support their financial needs. Building these working relationships has been incredibly rewarding, and I look forward to continuing to strengthen those connections in the year ahead. I really appreciate their patience and support as I get to know each of the

departments better.

A major focus this year has been the implementation of our new accounting software, Sage Intacct. This transition has come with a steep learning curve, but with the support of the Finance team, we've been able to help staff adapt to the new system. Jean and Trinity played a huge role in making this transition successful – it truly couldn't have been done without them!

Sage Intacct is a cloud-based platform that manages accounts payable, accounts receivable, and financial reporting. It allows managers and support staff to enter payables directly and access real-time financial reports. This added transparency and accessibility will better support departments in meeting their ongoing reporting requirements.

We're also continuing to build internal capacity by taking on more accounting responsibilities from MNP. Our team is currently being mentored by MNP to ensure that we're implementing strong accounting policies and procedures as we grow the Finance Department.

Looking Ahead: 2025–2026

As we move into the upcoming year, our focus in the Finance Department will be on building greater independence, efficiency, and accountability. Some of our key goals include:

- Continuing training and mentorship with MNP to strengthen internal accounting practices and ensure consistency in financial processes.
- Improving accessibility and understanding of financial information for department managers by providing additional support and training on Sage Intacct.
- Developing clear financial procedures and documentation that reflect best practices and support transparency across the Nation.
- Building internal capacity by supporting team members in their professional development and creating opportunities for growth and cross training within the department.

Our aim is to create a Finance Department that not only meets the Nation's financial reporting needs but also empowers other departments with the tools and support they need to succeed. I'm looking forward to another year of learning, growth, and collaboration with the whole team!

Jean M. Felix - Assistant Controller



Finance Department

My name is Jean Felix; I belong to the Lht'sumusyoo Clan. I am a humble mother of four. 29, 22, 19 & 4 years old. Utsoo to my one and only grandson Kolsen, he is six years old.

If someone told me in September 1997 that would be the beginning of my Finance Career I would have said they are Crazy! My work began with Tanizul Timber Ltd. (six years), Chuzghun Resources (two years) then in July 2006 I began my work with the Nation where I currently still work. That's almost 30 years, insane. I thought I would shed some light on my service with the Nation in one capacity or another more so for

myself, because it's been quite the run and there are times I don't feel like I have accomplished anything, my reflection of past achievements is honestly what keep me motivated.

This past year we implemented two new programs for our Department, Sage Intact and Payworks. Staff are cross trained in both. Sage was kind of intimidating at first, but with many hours of practice we were comfortable enough to assist Lorna and Carina with training Managers and Support Staff.

This past year I was also able to do my final reporting for the Middle River Logging funds that I helped manage; I have chosen to do finance full-time. It was a pleasure to work with the community members in Middle River. I had some amazing experiences and was able to establish a lot of friendships that turned into uplifting relationships. I was able to collaborate with many people

from different communities and countries. Below are some of the Programs and Projects I was involved with.

1. Four Day Healing and Cultural Event
2. Cultural and Healing Camps
3. Church Repairs
4. Distribution of various items to community members
5. Make purchases for the community members to utilize.
6. Set up a Program Centre for staff and members to use.
7. Coordinate home renovations from start to finish
8. Graveyard Upgrades
9. Trail building

My Goal was always to go back to school once my last child left home, however as most know we started over, our Kobe is already starting preschool in the fall, and I thought about waiting until he at least reaches kindergarten. This year is when I shine light on some of my goals to strengthen my capacity and skill set and take initiative and steps toward my professional development. The Indigenous Financial Management Certificate would be a great start.

2024, like any other year, has had its challenges. Colleagues came and went, Family losses, etc. small changes here and there, but its also had some good times, our yearly events, community projects coming together, people returning home. This year is already half ways thru and we have had some amazing things happening in our community. Summer is upon us and it's always good to see family working together getting ready to harvest all the winter food and supplies.

In closing I would like to acknowledge first God and anyone that has been apart of my learning and growth over this past year, Mussi for standing with me and being "for me". Personally, and professionally.

I hope you all have a memorable summer

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Trinity Johnnie - Accounts Payable Clerk

Finance Department

Hello Tl'azt'en Nation

My name is Trinity Johnnie, and I belong to the Lusilyoo clan. My mother is Ida Mae Prince, and my father is the Late Ruben Johnnie. I started working late 2022 as the receptionist for the administration office, I am very thankful for Charlene Tom for giving me the opportunity to work and learn within the Administration.

I have been in my position as the Accounts Payable Clerk for a year and half now, and in this past year our financial team has been working together to implement a cloud-base system. Sage Intacct makes invoice processing, payment processing, vendor management, and reconciliation

considerably more straightforward.

One of the highlights in this year has been working together with Jean and Michelle to oversee a seamless transition to sage Intacct. A process that was successfully accomplished, that also strengthened both our systems and team cohesion.

We are in the process of transitioning more accounting functions internally, by taking over responsibilities from MNP. We are still being monitored by MNP, to support the development and maintain consistency by upholding company policies and procedures.

I am currently gaining hands-on experience in payroll processing, and my goal for this year is to independently manage end-to-end payroll processing.

It's a privilege to serve this organization and work alongside talented and supportive colleagues, and I hope this year brings continued success, growth, and positive experiences for us all.



Don Mattess - Fire Smart Co-ordinator/Fire Chief/LFR



Administration Department

1. Introduction:

Hadih, my name is Don Mattess and I am the Fire Smart Co-ordinator, LFR and the Fire Chief for the Nation. I have been in my roll as the Fire Smart Co-ordinator for the past 2.5 years and Fire Chief for the past 18 years.

2. Key Achievements:

The main goal for the Fire Smart Program would be to create awareness and educate the members on creating a fire smart home.

We have successfully reduced the fuel in 3 hectares just east of the School grounds, have had a contractor in to do surveys on 60 hectares in our highest risk areas around our reserves

so we can identify the areas we need to work on reducing the risks.

We have received maps and prescriptions on how to reduce the fire risks in these areas, working with funding partners and Forestry.

Some of the key achievements for the Fire Department would be the commitment from the fire department members on training and education. We have a great group that show dedication and are not afraid of hard work and pushing each other. It takes the whole department and each of the members to do what we do. We also got funded for a new fire truck, it was ordered back in January and will take 2 years for the build.

3. Challenges and Lessons Learned:

Some of the obstacles for the Fire Smart would be funding, we can only get funding based on the fire rating of our community. This is because we are based in a low risk area and have only 1 area that is high risk. Another challenge would be that I need to push myself to do more community education and engagements. This has been a challenge for myself since we went through COVID times, being in big crowds is still a challenge.

4. Collaborative Efforts:

I do participate in the Regional Districts Fire Smart Committee where we discuss our efforts in communities across the province.

This program would not be possible without the support from the Executive Director along with Chief and Council.

5. Future Goals:

We would like to work on creating a fire smart recognized community, starting with one area of the community at a time.

A future goal for the Fire Department would be in either the expansion and renovations of our current fire hall or building a new one.

6. Conclusion:

It has been a great year and have some big plans on mitigation work that we would like to do but won't start until early fall. Education and support from the community is one of the highest priorities of the program in keeping the people and homes safe.

I am grateful for the support we receive from both UBCM and FNESS in the program.

I am very excited to see what we can do each year and hoping in future years we can be a neighbour recognized fire smart community.

I am also very grateful for the members that dedicate their time, efforts and show great commitment through their hard work with the Fire Department. We would not be as far as we are without their help, we are like a chain we are only

as strong as the weakest link but together we can accomplish anything. They continue to astonish me with their enthusiasm on keeping the community and the members safe.

Provincial Role – First Nations Emergency Services Societ

As of June this year, I was appointed by the First Nations Summit to the First Nations Emergency Services Society, where I contribute to provincial discussions on emergency services. I carry forward Tl'azt'en Nation's and First Nations voices from accross the province, and our collectiveneeds in these conversations, ensuring that our we all benefits from upcoming opportunities funding and policies.



Norman H Alexis - Economic Development Officer



Administration Department

1. Introduction

Since April 2025, I have been serving as the Economic Development Officer for Tl'azt'en Nation, with a mandate to implement key priorities from our Comprehensive Community Plan (CCP). My focus has been on infrastructure ownership, business development, member readiness, and the formal establishment of our Economic Development Corporation. These efforts are designed to build long-term prosperity, employment, and self-determination for our people.

2. Key Achievements

Economic Development Corporation

(EDC):

The EDC structure is nearly complete, with governance, board composition, and foundational protocols being developed and prepared for presentation to council and members for input. We are seeking \$50,000 in start-up funds to support incorporation and capacity development through Indigenous Services Canada.

Feasibility Funding for Community Ventures:

A \$350,000 proposal is being prepared to fund feasibility studies for member-driven business ideas from the 2023 CCP:

- ☐ Gas station
- ☐ Restaurant

- ☐ General store
- ☐ Hotel
- ☐ Additional office and commercial space

Nation-Owned Cellular and ISP Strategy (Telus Partnership):

In collaboration with Telus, we have initiated a cellular expansion project involving two towers—Tache and Middle River—to cover 90% of our territory. These towers will be owned and maintained by a Nation-controlled entity, ensuring control of infrastructure and local employment.

A Nation-owned internet service provider (ISP) is also being developed, starting in Tache with potential expansion to Fort St. James and other communities, allowing us to reclaim digital service delivery and revenue.

Entrepreneurial Access to Capital (Integrus Credit Union):

We've partnered with Integrus to establish a financing model combining \$5,000 start-up grants with lines of credit, supported by a loan-loss reserve fund. This removes barriers for entrepreneurs and creates structured oversight through a joint working group.

Workforce and Business Readiness Database Initiative:

In anticipation of major project activity in our traditional territory (e.g., PRGT, mining, civil construction etc.), we've launched two data collection tools:

- ☐ Skills and Employment Database – to identify qualified members for job opportunities.
- ☐ Member-Owned Business Registry – to prepare local businesses to bid or subcontract on upcoming opportunities.

These tools will position Tl'azt'enne to maximize local benefit from external investment.

3. Challenges and Lessons Learned



While enthusiasm for entrepreneurship is strong, we remain in the planning phase. We've had to manage expectations by clearly communicating that funding programs will be launched after the corporation is fully established. The cellular infrastructure file also reminded us that early legal and governance structuring is essential when negotiating ownership with industry partners.

4. Collaborative Efforts

These efforts reflect strong collaboration:

- Councillor Mina Holmes – portfolio lead for Economic Development
- John Leidl – strategic advisor and partner in EDC development initiatives
- Integris Credit Union – capital access partner
- Telus Communications – infrastructure partner
- CityWest and NDIT – for policy alignment and long-term ISP development for the nation's connectivity
- Employment & Training, and the Education Department, – in joint development of the workforce database

5. Future Goals

- A fully incorporated and operational Economic Development Corporation.
- Finalize feasibility funding and business mentoring supports for priority community ventures.
- Formalize Telus infrastructure agreements ensuring full Nation ownership of towers.
- Launch the Tl'azt'en ISP and develop a strategy for service and infrastructure expansion.
- Publish the Member Business Registry and Employment Database as tools for incoming project proponents.
- Explore training pathways for members interested in trades, management, and service delivery with Employment Services.

6. Conclusion

Tl'azt'en Nation's economic development vision is advancing with strength and purpose. We are building ownership, infrastructure, and capacity that will allow our Nation to benefit fully from opportunities in our territory. I remain committed to this work and to the trust the community and leadership have placed in this office.

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Norman H Aelxis - Communications Officer



Administratoin Department

Introduction

Greetings, Tl'azt'enne. This year has been one of transition and expansion in my responsibilities. While I continue to maintain oversight of our Nation's emergency management and communication functions, I have also taken on the role of Economic Development Officer, which has reduced my day-to-day involvement in communications.

This report provides a brief overview of our ongoing communications infrastructure, and introduces a new mandate from Chief and Council to explore Artificial Intelligence (AI) and how it may support Tl'azt'en Nation moving forward. It also highlights a

personal language revitalization project inspired by global initiatives but uniquely designed to keep ownership in our hands.

Communications Overview

While not the primary focus of my daily duties this year, communications efforts have remained active and stable. Many of the same tools and services from the previous year are still in use:

- Mobile App (IOS version) continues to function well. The Android version, while delayed, is progressing, and updates will be shared with the community during the AGA.
- Monthly Newsletter remains a valuable source of information for members.

It is published regularly with content from departments, leadership, and community contributions.

- Digital Sign is utilized consistently to share important announcements and events in a high-visibility location.
- Website and Facebook Pages continue to serve as primary communication tools. I ensure they remain updated with timely and relevant content.
- Audiovisual Equipment and Adobe Creative Suite remain available for departments to use. Training and tech support are provided as needed.

New Directive: AI Integration Investigation

Chief and Council issued a formal directive to begin investigating the use of Artificial Intelligence (AI) in key areas of governance, service delivery, and capacity building. While this directive is in its early exploratory phase, it has the potential to help us modernize tools and workflows in the following areas:

- Emergency Management: Exploring AI-powered fire mapping, real-time alerts, and automated communications.
- Economic Development & Employment: Investigating AI solutions for resume databases, training notifications, and workforce matching.
- Administration: Looking at AI support for policy writing, scheduling, and automated messaging.
- Language and Culture Revitalization:

This initiative is not yet implemented, but foundational work is underway to assess feasibility, risks, and benefits in a culturally respectful, community-controlled manner.

Language Revitalization Project – Whisper AI & Ownership

In parallel to the AI directive, I have launched a personal project to preserve and revitalize the Dakelh language using Whisper AI, an open-source transcription model. Inspired by initiatives like the UNESCO–Meta language technology project, our approach is intentionally sovereign:

- All recordings and data are stored and controlled by us.
- No third-party platforms or ownership of our language content.
- Designed with the long-term goal of developing a Dakelh learning application for community use.
- Recordings may also support cultural archives, school programs, and emergency messaging in our own language.

This grassroots initiative ensures that Tl'azt'en Nation owns both the process and the product—protecting our language while using modern tools to support its transmission and accessibility.

Provincial Role – First Nations Technology Council

As of June this year, I was appointed by the First Nations Summit to the First Nations Technology Council, where I contribute to provincial discussions on digital inclusion, technological equity, and Indigenous innovation. I carry forward Tl'azt'en Nation's voice and needs in these conversations, ensuring that our Nation benefits from upcoming opportunities in infrastructure, funding, and emerging technologies.

Conclusion

As I balance my expanded role in economic development with ongoing work in emergency management and communications, I remain committed to advancing tools that serve our Nation's interests—especially those that protect our language, enhance our digital sovereignty, and prepare us for the future.

I am hoping to support a youth in taking on more of the day to day communications work, as I focus more on my Economic Development and Emergency Management role.

Thank you for your continued support. I welcome questions or interest from anyone who would like to contribute to these exciting efforts.

Tube Cho Mussi



Norman H Alexis - Emergency Management Officer

Emergency Management Department



1. Introduction

As Emergency Management Officer for Tl'azt'en Nation, I have been working to enhance our emergency preparedness, public safety, and coordination across programs and partners. This includes overseeing Emergency Operations Centre (EOC) development, Emergency Support Services (ESS) modernization, evacuation planning, training, and critical infrastructure improvements.

2. Key Achievements

Over the past year, we've made strong progress on several Emergency Management initiatives:

- Emergency Support Services (ESS) Modernization - Jean Felix, ESS Director:

With support from the 2025 Community Emergency Preparedness Fund (CEPF), we are modernizing our ESS capacity. This includes purchasing iPads for digital evacuee registration via the ERA Tool, 25 cots and bedding sets, hygiene kits, and a C-CAN storage container. Volunteers are being trained in ERA operations, psychological first aid, and stress management, while receiving responder go-bags and jackets. These upgrades position Tl'azt'en as a capable host community for large-scale evacuations.

- Emergency Operations Centre (EOC) Enhancement - Norman Alexis, EOC Director:

The EOC is being equipped with a backup generator, communications systems (radios, satellite phones), IT equipment, and basic emergency supplies. The 72-hour preparedness kit includes food, water, PPE, and first aid gear. We're also scheduling training including for myself in CISM (Critical Incident Stress Management), ICS 100/200 for the Fire Department and other EOC Volunteers, and EMRG-1320 EOC Essentials and Emergency Management in Canada to build our operational capacity for the Chief and Council and EOC Volunteers and the Fire Department.

- Public Notification and Evacuation Route Planning (PNERP) – Don Mattess, Fire Chief and FireSmart Coordinator:

Through the 2024 CEPF funding stream that we got extended into this fiscal year, we are developing detailed evacuation maps, optimizing route assessments, and establishing community-wide public notification systems. Engagement sessions, tabletop exercises, and signage planning are in progress. Our work is informed by regional collaboration with Nak'azdli Whut'en, Binche Whut'en, and Fort St. James.

- Indigenous Engagement Requirements Funding Program (IERFP) – Norman Alexis, Emergency Management Officer:

Under EMCR24252, we covered mileage and meals for three Tl'azt'en members to train with Fort St. James Search and Rescue (SAR). This partnership has strengthened our working relationship with Fort Emergency Services and supported capacity building for local responders. We also provided support to our Fire Department where possible through coordination and engagement initiatives.

- Regional Engagement:

Across all projects, we maintained strong collaboration with the Nation's Health and Public Works departments, the First Nations Health Authority, and regional emergency stakeholders. These partnerships are foundational to coordinated response and mutual aid success.

3. Challenges and Lessons Learned

We faced challenges in aligning schedules for multi-day training and community

engagement. Procurement of appropriate and culturally safe emergency gear also took longer than anticipated. Nonetheless, early planning, strong leadership support, and flexible coordination allowed us to overcome these barriers. We've learned to build in more lead time and diversify our supplier networks.

4. Collaborative Efforts

These achievements were possible thanks to the dedication of Tl'azt'en departments, Chief and Council, our Fire Department, SAR trainees, and partners including Binche, Nak'azdli, Fort St. James, FNHA, and FSJ Search and Rescue. Cross-departmental teamwork has been a critical success factor, especially in the areas of training, evacuation planning, and communication protocols.

5. Future Goals

We plan to complete all ESS, EOC, and evacuation route deliverables in the current fiscal year. Looking ahead:

- Apply for SAR funding through Public Safety Canada.
- Secure donations for SAR gear to support our new responders.
- Conduct community-wide evacuation simulations and public notification system tests.
- Expand EOC role-specific training for staff and volunteers.
- Continue cultural safety integration in all emergency activities and planning.
- Explore community policing models as part of broader safety and wellness initiatives.

6. Conclusion

This past year marks a turning point in building local emergency resilience. The work done through CEPF, IERFP, and intergovernmental partnerships is positioning Tl'azt'en Nation to respond quickly and confidently in times of crisis. I'm thankful for the ongoing support of Chief and Council, our staff, volunteers, and partners. We're just getting started, and I'm excited for what's ahead.

On a personal note, I have completed the Associate Certificate in Exercise Design through JIBC and am now preparing to undertake Critical Incident Stress Management (CISM) training. I continue to work closely with the Tache Volunteer Fire Department (VFD)—and I want to applaud them for achieving second place at this year's FNESS Firefighter Competition. I assist the department in improving records management and equipment maintenance and look forward to continuing this support.

Special Note: Cellular Expansion

Thanks to the political leadership of Chief and Council, we are also advancing a major Tachie Road Cellular Expansion Project, submitted to the Northern Development Initiative Trust. This project will construct a new LTE/5G cellular tower on Tachie Reserve, providing service to Tache, Binche, Middle River, Yekooche, Nak'azdli, and Fort St. James. This will dramatically improve public safety, emergency communication, and community connectivity along Tache Road and surrounding regions.

Tube Cho Mussi



Housing & Public Works Assistant Report~ 2025



Housing and Public Works Departments

My name is Casey Monk; I am the Housing and Public Works assistant. I have been employed since April 2021. I have worked alongside a few Housing Managers and staff since I started. This past year I have worked with Lionel Conent and Louise Knott. Though in the same position they had differing objectives and work styles. Some highlights of this past year include:

- Rental Tenancy Agreements- RTA's- I have worked diligently in ensuring that each allocation of a rental unit and Social Housing Ph.11 are issued an updated RTA.
- New Housing Oversight – I have been working along side

with Darren and Riley with the two new triplexes that are being built now and are pretty much completed, we have also applied for new homes and awaiting on approval.

- New Work Order System – I've created and updated our work order system which includes the electrician orders and the pest control, etc.
- Sage training- I have been trained in entering PO's and cheq requisition for staff and vendors. This work is ongoing, and I will continue to develop my skills to be more efficient.
- Move- transition- Our department is now located in the SD trailer complex. This is a work in progress.

Some important work that I would like to offer and enhance this coming year includes:

- Tracking system- appliances, work order. We are working towards a formal system for asset management. This will enhance our ability to provide oversight with our current housing stock. This work is guided by our ED; I will keep you updated with developments.
- Statements- As mentioned above this system will be able to provide current rent statements, our goal is to issue quarterly statements.
- Support for new committee- As the department evolves, we look forward to having a committee in place in the new year, I will follow the ED direction on this important work.
- September 2025- Housing Forum- I will assist the planning on this important project that is scheduled for sept 2025, more information to follow.

In closing, I would like to thank many members and staff for their guidance and oversight in helping me with the Department. In a manager's absence this includes Darren Haskell, Renata Monk, Jean Felix and Michelle Pierre. Although we have many challenges it is important to continue to work together to overcome them. Thank you for your patience and guidance this past year. I will continue to develop my skills and processes to serve you better.



Lynne Leon - Health Director



Health Department

Fiscal Year April 1, 2024 – March 31, 2025

From an Administrative Perspective:

This is the completion of my first year as a Health Director and I have to say thank you to my staff for the care and professionalism they bring to the health department. We constantly strive to increase the services and care to community by bringing in more service providers on either a regular or annual basis. Health is there to provide services from before you are born until end-of-life care. Health will be doing what they do to assist you through the difficulties in life. As you grow your needs will change you will be the recipient of diverse types of services

from Prenatal to end of life care planning as needed.

Each year we add more options to what we do but still find in instances it is not enough. We have seen people leave this world this year way before they should have, these losses affect the staff on so many levels, and still, they show up to do their jobs. So please remember to be kind to them they do not always have the best days, but they continue to show up for you.

STAFF MEMBER	POSITION
HEALTH CENTRE MANAGMENT	
Lynne Leon	Director of Health Services
Diana Mattess	Health Lead

Medical Services Staff	
Jordan Kelner	Nurse Lead
Nadine Rierson	Home Care Nurse
Vacant	Community Health Nurse
Joshua Joseph	Medical Office Assistant
Rose Aslin	Home and Community Care Coordinator
Leigh Sam	Home and Community Care Assistant
Mental Health and Addictions Councillor	
Michelle McFayden	Mental Health and Addicitons Councillor
Sheena Turgeon	Youth Mental Health and Wellness
Vacant	Social Worker/ Councillor
Conrad Joseph	Harm Reduction
Brian Felix	Men's Group Coordinator
Support Staff	
Bonita Monk	Receptionist
Marriah Roberts - Aslin	Office Assistant
Brandon Kelner	Accreditation Coordinator
Kim Johnnie	Patient Travel Coordinator
Esais Johnnie	Patient Travel Assistant and Driver

I started this job after it had been vacant for quite awhile and there were so many loose ends to wrap up but with the help of admin, finance, and FNHA we have taken care of a two year back log of reporting, and financial reporting that went back four years. Thank you to Darren and Michelle Bell for the time and effort this took along with our FNHA navigators we are about 90% done.

I came to this position without a background in Health; but 25 years as a top level manager in Administration, Human Resources, Education, Employment and Training as well as experience developing Adult literacy and employment programing, I have used this background as well as my Life Skills Coaching, and Career Development Practitioner Certifications to come up with some programing that is more results orientated for the long-term and am still working towards an

over arching wellness plan.

I think that my past experience marries well with health and gives a different more planned and results-based perspective to implementing programs and services into the community. Doing things differently and more proactively will necessitate the participation of all departments to a degree. We will work together to create success for an individual by focusing on that person's specific needs and developing their plan to be unique to them.

I have had the opportunity to meet with Georgina in Education, Renada, and Michelle from Social Development and PGNAETA. I am still pulling together the pieces for the program which I hope will launch in September. We have invested time and resources into rebuilding the shop so that it can be part of the program. What Brian has been doing for years will take on a more structured flow and will be part of the bigger picture and program.

The Health Centre has been a hub of activity. We try our best to respond to what ever Health related needs come up each year, and to do so in a respectful manner, we need to have mutually respectful interactions from our clients and not take to heart when we have one negative interaction. However, that being said we will continue to work towards a respectful and safe workplace. Health is not an easy place to work, there are so many tragic events that the staff feel acutely as both community, friends, and family.

What I have learned this year:

That TI'azt'enne are resilient strong and kind people. They care for each other and want the best. The struggles to live a traditional drug free and sober life are exacerbated by The impact of Residential Schools, the Sixties scoop and the subsequent trauma related to those events. Drugs & alcohol has had a detrimental effect on families and individuals, the loss of life from addiction is so disheartening as we continue to work towards finding the right combination of services to reach more members, It has been hard to witness the losses in Community.

We cannot affect change in your life if you do not willingly participate... we are not the solution, we are a means to a solution, so until an individual is ready to fight

for their own life, we cannot do it for them. We hear criticism from people, or they say What is Health doing?

We are providing services, referrals, guidance, encouragement, opportunities, education, counselling, nurses, practitioners, home care services and staff who genuinely want you to succeed. But you must be a willing participant in your own recovery we cannot do that work for you. Sobriety in an isolated community takes work and also support. When you know someone who is on their journey, stay out of their way if you cannot help them, do not try to tempt them, or minimize the effort they put in every day to stay well. It is a lifetime battle and needs to be respected.

Ongoing supports:

- ☐ Weekly AA meetings; Staff provide AA meetings both in community and Middle River on a rotation. These are evening meetings and are attended consistently.
- ☐ Drs Days: We have two Dr's days a week primarily on Monday and Tuesday based on Dr's availability.
- ☐ Footcare: we have ongoing foot care clinics which have primarily focused on the elders we have need for more foot care which we are looking at expanding by training one of our nurses.
- ☐ COHI: the program is run monthly and provides toothbrushes, toothpaste and education to parents and children on oral health.

Mental Health And Addictions Counselling: Michelle is our primary Mental Health and Addictions Counsellor and provides different mental health services and programing services. Including, but not limited to Addictions Counselling and treatment referral services, Mental Health assessment and counselling for all ages and demographics. Sheena provides In school Counseling and programs targeted at the vulnerable sector. These programs are offered both in and out of the Centre. Grief and Loss as well as any other mental health services either in house or by referral to outside organisations. Additional support services are provided by Northern Health such as a licensed clinical counselor and Social

Worker up to twice a week each.

Addiction services: The mental health counsellor also works with the nursing staff to do referrals to treatment centres. This is problematic when there are no beds available, and the client is ready to go. We are frequently stuck for accommodations for the clients but there will be two new treatment centres opening up in our area so these will be a solution to the shortages and provide the care closer to home.

We have had issues when clients want to go to private centres; which are frequently above our ability to pay. Access to private services can be beneficial to the membership by meeting them where they are and not having to turn them away when they are the most receptive to seeking treatment. The Mental Health counsellor usually has at least two sessions and preferably four before they go to treatment. More funding has been identified to alleviate the back log, at least temporarily but will be used only in critical cases. We will continue to seek out alternative sources of funding as a way of off setting this cost. Fortunately, this year the Chief and Council have set aside \$160,000 for us to access private centres as a last resort for those who are considered emergency. So, I am appreciative of this as a support to the mental health and wellbeing of the members.

Tl'azt'en Community Health Nursing

We are incredibly happy to have Jordan and Nadine working in nursing to provide different services and types of care. They frequently take part in the discharge planning and case conferencing for members coming back to community post-surgery, they also educate their clients who are dealing with , chronic illness, heart disease and provide injections, wound care, vaccinations, and referral to other interior or exterior services. Additional services are provided such as access to harm reduction and contraceptive supplies. Health education such as diabetes awareness, they also do assessments and refer to hospital and medical treatment as required. We will continue to expand on services as needs and staffing present themselves.

The duties of a Community Health Nurse (CHN), Medical Office Assistant (MOA), Home Support Worker and Home Care Assistant encompass a wide variety of skills, community needs and health topics. The services provided can be in the

health centre during a booked appointment or as a drop-in as time allows. We encourage clients to book appointments whenever possible to avoid long waiting times. Our services are also provided in the school and at different organizations.

The following is a general overview of the services provided on a typical day:

Harm Reduciton Program supplies and naloxone kits	Immunizations to all community members
Referral to other agencies and internal services	Training and updating nursing skills
Pregenancy Testing	School Health Program
Contraceptive Management	Community Health Workshops
Pre and Postnatal as needed	Individual Wellness Planning
Create/compile current resources	Case Conferencing and Management
Meetings/Teleconferences	Creating/Managing Programs
Advocating for community	Communicable Disease Management and Contact Tracing
Writing/submitting Reports	
Navigating & Liasing for members	High standard client charting
Home Care	Breakfast Program
Referring to department for patient travel and referral to outside medical services	Liaising with health professionals in different Health Authorities to meet the needs of community members
Opiod Agonist Therapy (OAT)	Wound care
Rapid Covid Testing	Assisting physicians during doctor days
Organizing clinics: Eye Doctor, Mammogram, Diabetic, etc.	Medication pick-up and delivery
Attending discharge planning meeting with surrounding hospitals	Personal Care: Baths in the home or the Health Centre

Childrens' Oral Health Initiative (COHI) 2x/month	Elders Tea
Assessing need and providing mobility aids: walkers, commodes, etc.	Running community garden
End of Life Support	Foot Care (Every 4-6 weeks as it is available

Current Positions:

Home Care Worker– Rose Monday to Friday

Home Care Assistant – Leigh Monday to Friday

Community Health Nurse – Nadine Tuesday to Thursday

Community Health Nurse – Jordan Kelner Monday to Friday

Community Health Nurse - vacant

MOA/CHR – Josh Monday to Friday

Home Care Coordinator/ Home Care Assistant

The home and community care program provides support to families and individuals who need assistance getting their health back. Each client has an initial assessment to assess the level of support required, and this assessment is reviewed at least once a calendar year, but the team is constantly reassessing needs as situations change.

The home care program supports the Elders when they go on Elders Trips, we help organize trips by booking the rooms, transportation, budgeting for food, getting all the names of participants, fundraising, and making sure they're okay during the trip.

The Home Care team also takes the lead on COHI- It is a Children's Oral Health Initiative to teach dental care early in life, which imbeds the process of dental hygiene. This program is for children aged 0-8 years old. The Dental Hygienist sees kids in the community 2 times a month. She examines the children's teeth

and communicates to the parents what is needing to be done.

The main purpose of Home Care and working with the community Elders is to provide support, guidance, and information for supporting aging in home or when necessary, access and information for moving into long-term care and assisted living for the clients and their families, this is a partnership and is not designed to replace the input, support and care of the family unit.

Community Health Nurse

The community health nurse is responsible for ensuring community members' health and wellbeing are met in a safe and timely matter. The CHN works closely with all Home Care clients and is responsible for ensuring each client is assessed regularly and providing support for the Home Care staff in their work with the elderly in the community. They ensure that they provide safe and accessible services to all community members.

MOA/CHR

The purpose of this position is to support the physicians, nurses, and community in providing seamless services. This position is the way to access all bookings for physician appointments in person as well as any virtual health appointments that support is required. Virtual health has become a large part of healthcare delivery. The health centre team is aware that not all community members have access to the internet and can facilitate these appointments within the health centre.

This position has made it possible for the health centre to host a wide variety of outreach clinics that provide services to the community. The services that have been provided in the last year, and/or are slated for this year, are the Mobile Diabetes Clinic, Optometry Clinic, denturists, physiotherapy, laser treatment, and wellness workshops. We look forward to being able to bring in even more services as this position grows. This year we have worked hard to provide a substantial growth in services delivered in the community and more to come.

Physician Outreach

The physicians from the Fort St. James Health Centre provide in-community, a few times each month. These appointments are booked through the Fort St. James Health Clinic and not our Health Centre. We are working to increase the services that can be provided by the physicians within the community to decrease the amount of travel for medical needs.

Communicable Disease

The immunization program is running smoothly with most infants, toddlers, and school aged children up to date on immunizations. Vaccines remain the most consistent and safe way to gain immunity to highly contagious viruses. With our full-time nurse Jordan back in community we are looking forward to providing immunizations once again in community. The staff will support community members to book appointments and support transportation needs when required.

Emergency Services: Our staff frequently get called to emergency services and are the first on scene when something happens. This includes giving CPR, and triage while they call 911 and await assistance. When you have a medical emergency CALL 911 FIRST, then call the nurses, they will assist you while you wait but they are not dr's and in a crisis it is best to go to the hospital to be checked out. The average time it takes to get an ambulance can range up to 2 hours and if the hospital is on diversion they may have to take you to Vanderhoof and further.

Elders Breakfast is provided once a week this is delivered to the homes by the Home and Community care staff.

Home and Community Care services: these can entail providing homemakers to clean homes, bathing and footcare as well as assisting with other issues. This service is geared towards any client who may require a little assistance to live at home and monitoring for end of life and is not restricted to the elderly.

The Home care workers are dedicated to ensuring that the clients are either having their needs met directly or are referred to someone who can assist. Home and community care also checks on patients who have been released from hospital and may need additional temporary supports. This is not long-term care as it is not feasible or possible for the limited staff to provide this service. Due to

the lack of an Elders Coordinator our Home and Community Care staff are often treated like they are the coordinators. Responsibility for the elders programing and trips needs to be defined as it is not a health program and takes away from the other things that Home and Community care can provide to support health related programing and more home visits to provide comfort and company to shut ins.

Community breakfast is provided once a month to get elders and community members together. This is always well attended, and we look forward to seeing everyone each month.

Spa Day: this happens every three months and gives the elders services aimed at making them feel good; with nails, hair, and other pampering. This is also well attended.

Elders' tea party: 9 months a year to provide elders with a chance to have a meal get checked by the nurse, play games and visit.

We need to implement more elder specific training like fraud protection workshops and information sessions. We encourage other departments to participate by doing presentations for the elders.

Middle River: the staff attend Middle River at least once per month and provide Counselling, Nursing, and lunch they frequently bring elders up from TI'azt'en to visit.

Throughout the year there are times when each staff member will be unavailable due to educational commitments provided through professional development offered by FNHA, Northern Health, and other educational institutions. It is a priority to stay up to date in all areas of practice to provide high quality care to the community.

Each day looks different and brings new and exciting things through our door. Through all the challenges, the main goal of community nursing in TI'azt'en is to provide excellent health services to the community while promoting healthy lifestyles for all community members.

Patient travel: this has been front and centre at every meeting as we all face the

hardship of trying to work within the budgets provided and are currently faced with an anticipated short fall in patient travel of 160, 000 per year. This is significant and not without problems. The purpose of the First Nations Health Counsel, as it has reached its mandatory independent review and recommendations related to its relevance and how it should be moved forward. These discussions have taken place over the last two years at Caucus to give all the nations an opportunity to have input. The document has finally been completed, and I am in the process of reviewing.

Indigenous Health Action Table: We actively work with Northern Health and provided input into the new Hospital in all phases of the designs and Rose was a huge assistance in bringing the Elders in to assist with the language and room designations. There were many, many meetings to deal with specifics of the hospital. The purpose of the IHAT is to bring our concerns and complaints forward to be addressed by Northern Health this can be issues around discharge planning, cross training, information sharing or other issues that come up. We have been very vocal about the need for Cultural competency to be in person and not something online that can be tuned out. I encourage you to bring forward any issues that you have at the hospital that I can assist with.

Dakelh Primary Care Society and Dadzi Wellness Centre: We had to make a tough decision this year as the board of the Dakelh Primary Care Society to hand the completion of the Dadzi Wellness Centre back to FNHA for the foreseeable future. It was a tough decision, but we realized once we got to a certain point that this was no longer a project that could be managed off the side of our desks and that the Dadzi Executive Director needed more assistance then we had either the ability, or the time, to offer.

We jointly as a board, decided that it would be a better fit to have the clinical portion of the Centre developed by those who had the necessary skills to make it happen in a timely manner. The additional benefit is having access to the many resources that FNHA have while we fill the key roles in the Centre. We did this with the agreement that they would continue to fund the Primary care Society with enough annual funding to get the necessary groundwork done to ensure that we are prepared when it was handed over i.e. developing policies etc. We will continue to be actively involved in the decisions and development of the Centre

and will have the authority to take it back in the next two to five years depending on the staffing situation.

The grand opening will be coming up in a few months and they are projecting to open their doors in July.

Tl'azt'en Nation Health Society: The original society was set up a few years ago just as a vehicle to hold the funding due to the band from the Binche legacy fund as one of the three nations affected. The funds are for the use of Health but because the Society lacked structure I worked with Darren and our lawyer to create the terms of reference and the Society Bylaws. The purpose of the Society is to dispense the funding by proposal to projects that the Board of Directors approve.

Professional Organizations and Meetings:

Participation in the various Caucus meetings and Health boards allows me to stay connected with what is going on in the province and what changes we can expect going forward. This past year we have been working actively with FNHA by participating in round table discussions about

- ☐ Board of Directors for Dakelh Primary Care Society
- ☐ FNHA Dadzi Wellness advisory committee
- ☐ Board of Directors for Tl'azt'en Health Society
- ☐ First Nations Health Directors Association - Member
- ☐ First Nations Health Association attend Caucus and meetings
- ☐ First Nations Health Committee attend briefings and meetings.
- ☐ Indigenous Health Association Team (IHAT)– Attend meetings.
- ☐ Northern Health – attend meetings, input into hospital and care of patients.
- ☐ Other meetings as required.
- ☐ Additional Funding being accessed by proposal.

In addition to the other duties, I have as Director I actively write proposals and have successfully completed the following which are all program specific funding

that we can use to bring more services to communities.

- ❑ Socio Economic funding – 90,000 upfront and 10,000 once the final report is submitted.
- ❑ What your Tobacco - \$10,000 applied for and received will be spent in this fiscal year
- ❑ First Nations Harm Reduction funding - \$50,000 approval
- ❑ FNHA – applied for 133,959.00 to work on an aftercare plan and received \$107,160.80 the remainder will be issued after the report (\$26,790.20)
- ❑ FNHA – Winter Wellness funding received \$3,200.00.
- ❑ Social Detriments of Health funding – \$108,480 received we will receive this once a year for the next two fiscal years once we have reported on how this funding was spent.
- ❑ Indigenous people's day funding \$3,600 – using this to take the elders to pg for the day to take place in the activities that are going on there.

Total additional funding received or (coming) in 2024/25 to be expended in the 2025 fiscal year is approximately \$409,239.00.

Accreditation: Brendan is now working part-time off the worksite while he completes the final phases for us to become accredited in 2026. There are standards that we must meet to achieve this milestone which are inclusive of Health and Safety, standards of care and proper storage and policies related to all medical standards of care. Accreditation allows us to have a competitive edge when looking for employees and service providers. It is very much a mark of success and excellence in Health Care. Brendan and I have been reviewing and editing some of his work this year to get it ready for the next phase of approval and implementation.

Education and Training: We support our staff to become the best they can be and must recognize the Fort St. James medical clinic for allowing our MOA's the opportunity to get training in an actual Dr's office. This is so beneficial to them, and they bring that experience back to the community. In health we are constantly looking to upskill our staff to fit into the growing needs of the community.

MOIS and EMR: we are currently working on becoming certified to have access to the Medical Office Information System and the Electronic Medical Response. This will enable our clients to have online access to a Dr. more frequently and will include some diagnostic equipment. Tons of work by the staff but so worth it to the community.

In Conclusion:

We are always busy at Health and there are very few days when the door and phones are not being accessed nonstop. This is a great thing and tells me that we are getting some things right. Are we perfect, No we are not but we are trying to build as many services as we can and we will continue to ask for your help in determining what programs you want to see in the community. If there is enough money, and enough interest, we will try to make it happen. It takes a lot of work by a lot of people to bring you all the extra workshops that we do to help you to be educated about your health. Thank you for attending our workshops and making suggestions on services we can add or look at adding.

Musi

Lynne Leon

Director of Health Services

This report covers the activities that the Health Department has engaged in in the last year month by month.

April 2024

I started working in April for the Nation and began reviewing Job descriptions and worked on the overall plan and identifying funding sources. The first month was just getting to know the role and determining what we could do better.

May 2024

Health Fair: we opted to have a one-day event because the event had to be cancelled multiple times due to deaths. We had vendors from health-related organizations, and it was well attended. Provided guest speakers, information,

and connections.

Moosehide Campaign: Conrad provided a booth at the Victim and survivors of Crime event to represent the Moose Hide Campaign

Critical Incident Stress Management: Diana attended ongoing training to be part of the CISM committee for FNHA.

Healing Fire: Staff attended the Healing Fire in Prince George and brought supplies such as harm reduction, food, supplies feminine products, candy, drinks and educational materials for the street people and our members who live away.

Middle River: Mental Health and Nursing staff along with support staff attend Middle River once a month. The bring elders from Tl'azt'en to join them so that they can visit with the elders of Middle River while they provide outreach services.

June 2024

Gathering Wisdom: FNHA supported members to attend the Gathering Wisdom workshop in pg., and we coordinated the elders who would attend and sent them through.

Caucus: I attended the June Caucus and reported to the leadership the summary

We met to plan summer programs however of these did not happen due to competing interests with other departments and short staffing.

Sheena was hired to provide youth programing. And mental health supports

July 2024

Michelle initiated with FNHA the Naloxom training program for staff and community members it was very well attended.

Podiatrist we partnered with Nak'azdli and bought in a Podiatrist to do more extensive foot care.

Spa Day: Rose and Leigh hosted the spa day for the members to get hair cuts, nails done, and other forms of pampering.

August 2024

POWWOW – KAMLOOPA: (Joint trip with Education) We sent fifteen elders, fifteen youth and staff to attend the Kamloops pow wow it was a learning experience for the staff to try to blend these two groups. This trip would have been more successful if the youth attending all wanted to be their rather than feeling forced. There were issues that required us to revise the travel and chaperone policies. The cancellation of the original staff who were supposed to attend required us to adjust very quickly or cancel the elder's trip which we were not about to do. I am grateful that Rose and Leigh were willing to step up at the last minute.

Action required: I wrote a policy which then has been sent to review and amend (drafted policy being finalized by M Mcgee)

Action required: Additionally, we implemented a wellness test which entails a medical clearance that travelling elders or any one with a health issue, have to take part in as no one wants to end up in the hospital away from home and unfortunately this has happened at every elder's trip. This will determine if the elder needs a chaperone or needs to remain in the community. Nothing worse than ending up in the hospital far from home so we are working hard to ensure that all our elders are well enough to travel and that no one gets left behind.

September 2024

In September, the men's group does their annual hunting trip for three days.

Three members of the community got to go to pg. to be part of the empower her program the had an amazing time.

I attended the Health Action table in PG with Northern health to discuss how we can work together more cohesively this was primarily around wellness plans and release plans as we are finding elders are returned to the community without a plan being shared. This was echoed by all the Indigenous organizations present. My feeling was that we were being placated as no true plan has been forthcoming.

Meetings to develop policies for the Dadzi wellness Centre in PG we have put substantial time into Dadzi and recently the Health Directors from each community decided that the best way to get this up and running successfully was to hand it

back to FNHA. We did this because trying to get a whole clinic up and running.

October 2024

Elders trip to Vancouver for the Elders conference we sent twenty-five elders and chaperones to the conference this is a major undertaking and was planned, implemented, and executed by Rose and Leigh

November 2024

Addictions Awareness Week: the staff pulled together and hosted a four-day addictions awareness week. In spite of a very heavy snow fall that resulted in the cancellation of our proposed speakers we were able to successfully pull it off and provide self care and information booths. We had at least fifty people per day. The elders were in attendance for the entire four days.

Embers of Hope: Six elders were sent to Prince George to participate in the Embers of hope workshop to deal with trauma and grief. They all returned feeling lighter and are open to continuing the work in community we have had people reach out since because they are interested.

- Movember: During the month of November there were four luncheon information sessions with the nurse that talked about various aspects of men's health such as prostate health and others.
- Diabetes Awareness: the Nurses conducted a diabetes awareness and answered questions for community members and provided materials and resources for nutrition and the relationship of food with blood sugars.
- Spa Day: footcare, haircuts, manicures other services.

December 2024

A short but incredibly busy month for all the staff. We had a great deal of fun, and it built our own Christmas spirit.

- Hampers and Fun Fair: the staff assisted with the social development fun fair, the preparation and delivery of hampers to the community members.
- Elders' tea: Community care staff shopped for presents and planned

for the elders annual Christmas tea this event is very well received and attended. They had lunch, Santa, and gifts it was so much fun, and the staff contributed to the success of the program.

- Diabetes education support group: ongoing education and support for members struggling with diabetes.
- 12 days of Christmas: the staff ask questions online such as what is your favorite Christmas song, best Christmas memory and other Christmas related questions and are entered to win a prize this year we gave gift cards it helps to get people in the spirit of the holiday.

January 2025

January is a planning month we have programs already lined up such as grief and loss, denturist in community, laser treatment, Woman's day, elders' tea, land-based healing and mobile eye clinic As we start the new year, we are conscious of those who we left behind in the past year. And are thankful to be given the opportunity to continue to collaborate with the clients and another chance to affect change. The staff attended the Healing fire in PG on the 15th.

February 2025

- Our staff continued with every month programs such as Cohi, AA. Drs in community, Mental Health Services from Northern Health
- Staff attended first aid training
- We started the Walking group every Wednesday at the School gym
- Rose and Leigh hosted an elder's tea
- Sheena had movie nights with the kids, one for girls and one for boys

March 2025

In March we brought in some additional reinforcements by bringing in the Denturist for two days to assist our members. Conrad also had a youth survival camp and Winter games. We continued to also have our normal monthly activities. There was elders' tea, Community breakfast, Foot care, Healing fire ongoing daily activities.



Nadine Reiersen - Home Care Nurse



Health Department

I am a Home Care Nurse at Tl'azt'en Health Center. I assist community members with any of their health concerns within my capacity and aid with understanding what the Dr's are requesting from them, I also explain their diagnosis in language that they can understand.

I see clients here at the health center and when possible, at their homes. In addition, I act as the school health nurse as needed. Frequently I will attend events and do blood pressure testing on the elderly. We do our best to assist with any health care concerns and provide aftercare check-ins for those who have returned from the hospital.

We offer drop-in services to clients and home visits where possible. Over the past year I have seen many clients for various reasons. I provided referrals and reminders for Clients both here at the health center and at other locations. We also facilitated the arrangement for rides and refer to patient travel when necessary

I booked many appts that were referrals to physicians or specialists out of the community. I also teach the prep needed for appts and obtain prescriptions for clients.

I supported clients seeking Tx for addictions and filled out the medical reports required for admission to various Tx centers. Many of these referrals were to appts to the First Nations virtual Dr of the day, when there were no appts available locally. Supporting clients with virtual teleconference appts. Additional referrals both in-house and out were to counselling services, physio/OT, community

paramedicine.

I provided and facilitated Diabetic drop-in workshops with various levels of success. Ongoing diabetic support with teaching of how to manage their illness and administer their medications as well as the potential side effects. to clients. I assisted in setting up the mobile diabetic clinic. Referred clients for hearing, eyeglasses, and dental care.

I also provided:

- ☐ Palliative care and support for families in collaboration with community paramedicine.
- ☐ Prenatal and postnatal support with vouchers, and any care needed.
- ☐ Emergency calls for wellness checks or crises in the community.
- ☐ Team organization and documentation necessary to report to appropriate authorities.
- ☐ Ongoing monitoring the physical, mental wellbeing of community members and clients

We had an opportunity to attend first aid training, which has been beneficial in the various calls that we responded to in the community. We have had gratitude expressed by Fort St James paramedics for assisting them in certain emergencies.

There has been and continues to be, a lot of grieving from loss in the community. Health hosted an in-community grief and loss workshop which helped staff and community members deal with this. Our health care team will continue to support community members to maintain their health and wellbeing.

I am thankful to have had the opportunity to work with the community here at Tl'azt'en Nation. This is a beautiful community with beautiful people. I also appreciate the encouragement and support from my fellow colleagues here at the health center, and in the community.

For the future I would like to see any interested elders doing workshops to teach how to make natural medicine from plants for healing. Mussi Cho

Conrad Joseph - Health Prevention



Health Department

It is a pleasure working for the health center and the community of Tl'azt'en nation, helping on every avenue along with a great team of co-workers. And I want to thank this community for the great support it has shown over the year.

I continue to have community breakfast the last Friday of the month, this is to serve breakfast along with the staff of the health center to either meet new staff, introduce upcoming events, and gather for company. Members are encouraged to attend this once a month gathering. We do get the post out on the local papers.

We did our 5th annual Father's Day B-B-Q and horse-shoe tournament last

June at the health Center grounds, and we are preparing the 6th annual this coming June. This is a very exciting time where the fathers celebrate a day of competition and bring their skills of B-B-Q to be a winner of top chef and win great prizes, it is very enjoyable, and the community members are invited to attend.

We tried out a nerf gun battle down at the Nolan Bradley ballfield where community members gather to have an enjoyable day of fun . This also encouraged young people to interact with one another and get exercise.

Coming this August 2025 will be the 6th annual Middle River Open horse-shoe tournament. This gathering brings a lot of competitors to the community of Middle River. This is a 3-day co-ed competition between men and women mixed teams, we have a about 30 teams for this large event. So come you are encouraged to come.

Coming this September 2025 is the Women's 2nd annual horse-shoe tournament held here in Tl'azt'en. Last year in 2024 was a one day, one game knock-out, this year in 2025 will be a two day, two game knock-out. Last year was just a trial where there were about 10 teams that's showed up, so we were moving to two days this 2025.

There was a winter harvesting camp that was put on in September and this year we will continue this practice. I would like to add that youth are encouraged to attend this fall, learning the basics of harvesting, with the permission of the parents or if the parents would like to come along.

The 2nd annual open winter games 2025 was a success with the community members stepping up and gathering for the two-day event. Thanks to all the workers, cleaners, and cooks that made this possible. They had single competitions on the first day and teams on the second day with the Wagon Burners taking first place in the team competitions, getting their name on the cup of champions.

I did a two-day Spring break survival day camp in the back trail with about 7 participants and gave out a little survival pack as a participations gift. They learned about building a survival shelter for protection, setting snares for food to catch (anything becomes a snare), and most important; lighting a fire.

Did some workshops for the community called "Community Circle for Strength". This was to get members of the community to come together to see where we can work together on building up culture, respect, and helping one another in a time of need.

- Started up a Facebook wellness talk show every second Friday. The idea of this is to go on live and bring wellness to the Facebook world by acknowledging wellness, sobriety, healing, and comfort. People from other communities approach me and comment that they like the show.
- I reach out to others to see if they would like to talk about their journey and or their programs.
- Plan a June Land Base healing day camp. Going back to the land to talk and do some healing around camp, trying to bring cultural activities and healing from electronics.

Kimberly Johnnie - Patient Travel Coordinator



Health Department

Hadih TI'azt'enne!!

I've been in the Patient Travel Coordinator position since end of October 2022. The work is quite a change from what I'm used to, but I have adjusted well, getting to know the program and the needs of individuals.

I do have to say the challenges of the program have to be people asking for compassionate care which the program doesn't allow, because patient travel is designed to get people better and the other is off-reserve members asking for help, which unfortunately the program won't allow us to do. However, the First Nations Health Authority can help you, their number is 1 855-550-5454.

confirmation of appointment from the health provider/health facility. It is the client's responsibility to give 10 days' notice before the travel date, so proper arrangements are made. After the appropriate medical travel arrangements have been made and the client has attended their appointment, the client must provide confirmation of attendance from the health provider/health facility.

Clients who are travelling to access medically required services are to schedule their travel arrangements appropriately so that they attend their appointments and return home on earliest available means. Clients should not extend their travel beyond what is medically required, nor are they entitled to "stopovers" en route. Clients who choose to stay longer will be responsible for any additional costs and are required to pay for their return trip back to the community.

This is an outline of my duties as the patient travel coordinator; I book any airfare, rooms that are required. As you may know you still have to attend an appointment and after confirmation the slip is handed in a reimbursement will be issued.

Thank You for taking the time to read my AGA Report

A'wet'za

The Medical Transportation Program provides supplementary benefits intended to ensure that eligible clients have access to medically required services. It is not intended to cover all costs that may be associated with a client's medical condition and travel requirements.

First Nations Health Authority or organization representatives determine if the client is eligible for benefits and that access to medically required health services cannot be obtained on the reserve. The most economical and efficient mode of transportation must be used, taking into consideration the client's medical condition and the urgency of the situation.

To determine eligibility for medical transportation benefits for a specialist appointment, the client must provide the following documentation: a referral from a general practitioner, family physician or other health professional, and



Esais Johnnie - PT Support



Health Department

1. Introduction

My name is Esais Johnnie, and I serve as PT Support with Tl'azt'en Health. My primary responsibility is to assist with the Patient Travel (PT) Program, ensuring community members reach their medical appointments safely and on time.

2. Key Achievements

- Successfully completed the year without any traffic violations or incidents while driving a company vehicle.
- Maintained a strong record of safety, adhering to all speed limits and adjusting my driving according to weather and road

conditions.

- Demonstrated a commitment to responsible vehicle operation, which reflects positively on the organization's standards of care and professionalism.

3. Challenges and Lessons Learned

One of the ongoing challenges was ensuring clients arrived on time to their appointments despite unpredictable weather and road conditions.

I developed and refined strategies such as departing earlier and accounting for seasonal road conditions to improve reliability and timeliness.

4. Collaborative Efforts

- Participated in monthly breakfasts with Conrad, Middle River, and the PG Healing Fire group, fostering stronger connections and collaboration across departments.
- These gatherings have encouraged information sharing and community-building, which positively impact the delivery of services.

5. Future Goals

- My goal is to continue providing high-quality service and support to the community.
- I plan to leverage my experience in Patient Travel to contribute to the growth and success of Tl'azt'en Health.

I also aim to enhance logistical planning to further improve service delivery.

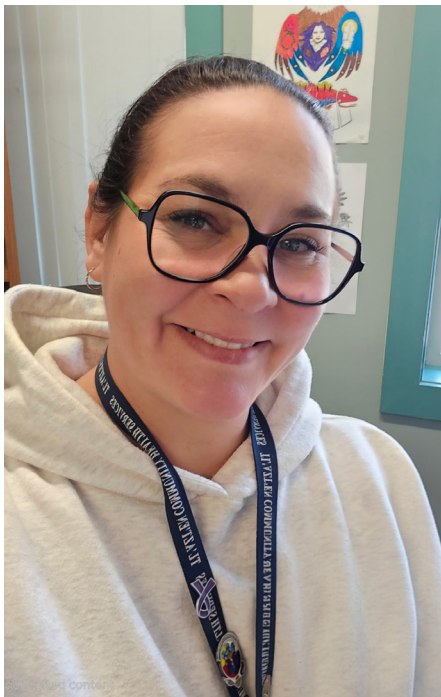
6. Conclusion

The past year has been busy and hectic, but also rewarding. I appreciate the support and encouragement from my colleagues, managers, and the organization. Their guidance has helped me carry out my duties with confidence and care.

If you have any questions or require further assistance, please contact: Kimberly Johnnie, Patient Travel Clerk

Michelle McFadyen - Mental Health & Addictions Counsellor

Health Department



I am the Nation's Mental Health and Addictions Counsellor which allows me to actively support the health and wellbeing of the community along with supporting those navigating through their addictions and healing journey. As I continue to support the National Native Alcohol and Drug Abuse Program (NNADAP), we have made some significant progress in being able to access funding to assist those who need greater support to access detox and long-term treatment facilities outside of the common FNHA-funded treatment centers in BC. I also connect with those who wish to attend community programs to assist in supporting people in their goals to health and wellness.

In the past year, I have successfully completed certifications for the following courses: Indigenous Focused-Orientated Therapy; Applied Suicide Intervention Skills Training; NNADAP; Harm Reduction & OAT; Addiction Care & Treatment; and Substance Use and Complex Disorders, among other courses for learning and as refresher courses. I am also currently receiving Clinical Supervision with Dr. Linda O'Neill through UNBC.

Health continues to build their strong staffing team and upon hiring a successful candidate for health and wellness, I acknowledge the great necessity of this support for grief and loss, and we want to ensure that we provide the best possible practice and safety for delivering this service. I am a trained facilitator; however, it is necessary to have a co-facilitator who is trauma-informed and has the capacity to understand the struggles for individuals not only who are grieving but may also

experience complex mental health and substance use disorders. I will begin to create and structure a grief and loss group for Tl'azt'en Nation that is conducive to allowing me to facilitate the group myself until we are able to find a suitable candidate to co-facilitate.

I continue to participate in the Interagency Case Assessment Team which brings multiple community agencies together to best support individuals who are experiencing domestic violence within this region. We collaborate to ensure the safety of community members and their families by advocating and connecting people with appropriate services.

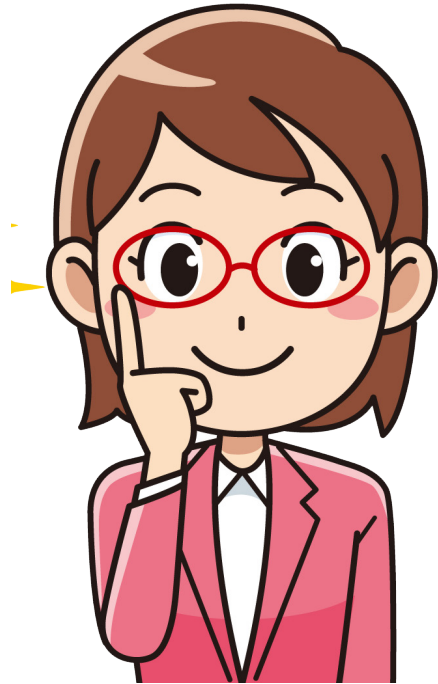
We continue to do our best by providing the community barbecue in Middle River once a month and will be hosting a monthly barbecue here at the health center for the members in Tache. We believe that having the community come together, along with staff in each department, it is important to stay healthy and connected as a whole.

I would like to thank the staff and community members of Tl'azt'en Nation for the understanding and encouragement I have received this past year to continue growing and learning within the realm of professional development and continue to build relationships in the community.

Thank you,

Michelle McFadyen

Project Name - Strengthening Tl'azt'en's Future with Psychoeducational



Health Department

The Strengthening Tl'azt'en's Future with Psychoeducational project was conducted from June 2024 to May 2025 and in that time, it involved Outreach and Enrollment of Children and Youth into the Child Mental Health Program with Tl'azt'en Health Center. Children and Youth were enrolled from the following schools and communities; 23 children from Eugene Joseph Elementary School, 40 youth from Fort St. James Secondary school and 8 Youth from Enterprise Center (subsidiary of FSJSS), 10 children from David Hoy Elementary School, 25 Adult Youth and Elders from the Culture program in Tl'azt'en Nation.

The Child and Youth Mental Health Counsellor conducted Initial Intake Assessments, Suicide Risk Assessments and Group Assessment for each individualized program during the project time through weekly individual and group counselling sessions. Each program identified a different need that each individual and group required assistance with. For example; 1)Community Kitchen to learn life skills and address food insecurity issues within the family and community structures, as well as, body positive/ eating disorders, 2)Art Therapy sessions to discuss Mental Health issues, Coping Skills, and alternative methods for self-harm, 3)Individualized counselling sessions within the school setting in each community and group counselling sessions during school lunch break to discuss group needs within the school setting, 4) Culture Program to address cultural needs that have not been met within the community to learn traditional healing, medicine making and regalia making.

The Child and Youth Mental Health Counsellor held regularly scheduled individual and group counselling sessions each week with Eugene Joseph Elementary School, Fort St. James Secondary School, Enterprise Center and David Hoy Elementary School on school property. As well as group sessions each week on Monday and Thursdays in Community at the Wellness Center and Culture Center to address individual and group needs of the community members.

Some successes with the program include youth attendance when meals/snacks were provided, art therapy program and community kitchen program to help address food security issues. Some drawbacks would be parent involvement and lack of official enrollment into the program due to lack of family support. As a counsellor in the community parent involvement would have benefited the children and youths' experiences and validate them as individuals exploring mental health issues and overall health. As a Child and Youth Mental Health Counsellor I would recommend continuing this program and funding for this program as the age groups and dynamics in Tl'azt'en Nation require these additional supports.



Georgina Alexis - Senior Manager



Education Department

Hadih, my name is Georgina Alexis. My parents are Thomas & Louisa Alexis. Paternal grandparents are John & Rosie Alexis. Maternal grandparents are Robert & Marie Hanson and Solomon & Juliette Prince. I was raised in Prince George most of my life and returned to the community in 2007. I graduated from F.S.J.S.S in 2000 and completed my Social Work Certificate at C.N.C in 2011. I have been employed in the Education Department for 18 years as of May 2025. Don Mattess and I have two children: Nolan Alexis (2000-2011) and Sarah Mattess.

- Supported 43 post-secondary students in universities, colleges, and trades institutions across BC, Alberta, and Manitoba.
- 7 students graduated this year (1 Master, 1 Bachelor, 3 diploma and 2 trades).
- Expanded bursary amount support through the Post-Secondary Student Support Program (PSSSP) for the Tanizul Timber Bursary.

Adult Education & Literacy

- Supported 18 adult learners through Eugene Joseph Adult Education Centre
- Retained a full-time Adult Education Principal/Teacher

Language & Culture

- Restructuring Language & Culture programs to create its own Department
- Looking to create Language & Culture Committee to assist with program and curriculum development

Employment & Training

- Two groups of Bladerunners with 4+ participants in each group
- Three targeted wage subsidy supports with participants gaining full-time employment with their placements.
- Four Residential Building Maintenance Worker Program participants. Three were successful in completing the program.

Recreation & Youth Programs

- Third year of the TI'azt'en Youth Visions Council
- Consistent youth engagement events/activities
- Strengthened relationships with youth and community members

One of the primary challenges we faced this year was low parent/guardian engagement in school-related activities and communication. Some families had limited access to technology, which made it difficult to attend virtual meetings or

This year, the TI'azt'en Education Department continued to support lifelong learning for all community members, from early childhood to adult education. Our focus remained on delivering culturally grounded, land-based, and academically rigorous programming that reflects TI'azt'enne values and priorities.

K-12 Education Support

- Supported 90+ TI'azt'enne students in public schools across School District 91 and other partner districts and Band Operated schools.
- Provided school supplies (168) and tutoring support (2)
- Provided incentives for graduation and honour roll
- Longest standing committee member for the Indigenous Education Council with School District 91.

Post-Secondary & Trades

stay up to date with emails and online platforms. Additionally, there were other barriers that made some parents hesitant to participate, and in some cases, work and life responsibilities limited their availability to attend school events or respond to communication in a timely manner.

To address these challenges, we implemented a more flexible and personalized approach to communication. We began using multiple platforms (phone calls, text messages, paper newsletters, and social media updates) to reach families in the way that worked best for them. We also scheduled meetings outside of traditional hours to accommodate working parents, and whenever possible.

One key lesson we learned is the importance of meeting families where they are and being patient and consistent in outreach. Building trust and relationships takes time, and every family's situation is unique.

Strategies and Best Practices for the Future:

- Establish Early Communication: We now make it a priority to connect with families at the beginning of the year to set a positive tone and open lines of communication early on.
- Use Multiple Channels: Providing information in various formats (digital and paper) ensures more families can stay informed.
- Culturally Responsive Engagement: We plan to continue learning about the cultural backgrounds of the families we work with to better understand their needs and values.
- Involve Community Partners: Collaborating with all departments and local organizations can help reach families who may not feel comfortable interacting directly with the schools.
- Create Low-Pressure Opportunities for Involvement: Inviting parents to informal school events, family nights, or storytelling sessions encourages more natural participation without added pressure.

Overall, while the challenges were real, they also provided opportunities to grow in empathy, flexibility, and creativity. These lessons will guide how we approach family engagement in the future.

This year, we participated in a cross-departmental initiatives focused on improving student attendance and engagement. Working closely with the Eugene Joseph Elementary, Health, and Social Development departments, we developed coordinated outreach strategies for families. A special thank you to the Health and Social Development Departments whose consistent communication and dedication made a significant impact. Through regular team meetings, shared goals, and open dialogue, we can create a strong support network for students. This collaboration can demonstrate how effective teamwork can lead to meaningful outcomes for both students and families.

In the upcoming year, our goal is to strengthen family engagement and student success by building on the relationships and strategies developed this past year. We plan to use our experience in cross-departmental collaboration and culturally responsive communication to create more inclusive programs that reflect community needs. We aim to contribute to the organization's growth by leading initiatives that support academic achievement and well-being.

New Initiatives

- Launched the Tache Outdoor Guide Apprenticeship Program (ages 13+), combining land-based learning, leadership, and credit-bearing coursework.
- Education Department Program Review launched in April 2025

Priorities for 2025–2026

- Strengthen mental wellness supports for high school and post-secondary students.
- Develop and deliver land-based curriculum through local schools.
- Expand access to apprenticeships and trades pathways.
- Recruit and train local language and cultural instructors.

The Tl'azt'en Comprehensive Community Plan (CCP) outlines a long-term vision for the well-being and self-determination of the Tl'azt'enne. The Education

Department plays a foundational role in achieving the goals outlined in the CCP. This document outlines how the Education Department is aligning its priorities and initiatives with the Nation's broader vision. CCP & Education Department Contributions

Language & Cultural Revitalization

Education Department Goals:

- Expand Dakelh language instruction across age groups.
- Develop a community-based language educator training program.
- Embed cultural protocols, seasonal knowledge, and Tl'azt'en history into the school curriculum.
- Continue recording Elders and creating learning resources.

Current Initiatives:

- Cultural Camps (Fishing, Canoe Building, Traditional Medicines).
- Elders-in-Schools Program.

Future Plans:

- Creation of Dakelh language learning app.
- Dakelh Language Nest for early learners.
- Curriculum development team with Elders and educators.

Youth Empowerment & Capacity Building

Education Department Goals:

- Provide mentorship, leadership, and employment programs for youth.
- Support student voice in local education decisions.
- Deliver life skills, financial literacy, and career development programs.

Current Initiatives:

- Tache Outdoor Guide Apprenticeship Program (ages 13+).

- Monthly Youth Visions Council meetings
- Training and workshops provided through Employment Services and Recreation

Future Plans:

- Youth Leadership Certificate training
- Mentorship pairing with Elders and professionals
- High school to workforce transition programs
- Digital Skills training (IT, Media, Communications)

Land-Based & Holistic Learning

Education Department Goals:

- Promote land as classroom through seasonal, land-based courses.
- Integrate intergenerational learning and on-the-land teaching methods.
- Support development of Nation-specific curriculum rooted in Tl'azt'en knowledge systems.

Current Initiatives:

- Land-based program at Eugene Joseph Elementary School
- Language & Culture curriculum development in partnership with Natural Resource Department

Future Plans:

- Annual seasonal school calendar aligned with harvesting cycles.
- Trauma-informed practice and Cultural safety workshops

Self-Governance & Skilled Workforce

Education Department Goals:

- Build local workforce capacity in education, trades, governance, and administration.



- Increase access to post-secondary and professional training.
- Create transition supports for Tl'azt'enne students living away from home.

Current Initiatives:

- Post-Secondary Student Support Program (43 students supported in 2024-25).
- Career development workshops and job fairs.

Future Plans:

- Indigenous Governance and policy workshops
- Cultural decision making and protocols training
- Land-based skills and environmental stewardship programs

Infrastructure & Facilities Planning

Education Department Goals:

- Plan and advocate for a new Youth Programs Centre.
- Improve digital learning access and supports in remote communities.
- Ensure all schools serving Tl'azt'en students reflect cultural relevance and safety.

Current Initiatives:

- Advocacy with ISC for capital investment.
- Future Plans:
- Language Lab and Digital Learning Hub

Implementation & Evaluation

Key Strategies:

- Engage community members in education planning.
- Integrate CCP goals into annual education work plans.

- Partner with all other departments to ensure collaboration.

Monitoring Progress:

- Annual Education Report to Chief & Council and community.
- Surveys and community feedback sessions.
- Student tracking and success data.

Strengthening self-governance and building a skilled workforce go hand in hand in empowering our Nation. By investing in training, mentorship, and employment initiatives, we provide our members with meaningful opportunities to develop practical and leadership skills. This not only supports individual career growth but also contributes to our Nation's capacity to govern effectively and sustainably.

Enhancing skills through culturally relevant education, trades programs, and on-the-job experience allows our community members to take on key roles in administration, governance, education, health, and economic development. These efforts ensure that decision-making remains in the hands of our people while fostering self-reliance, confidence, and long-term prosperity.

Education is the foundation of self-determination. Through alignment with the Comprehensive Community Plan, the Tl'azt'en Education Department is working to build a future where every Tl'azt'enne learner has the tools, identity, and support to thrive.

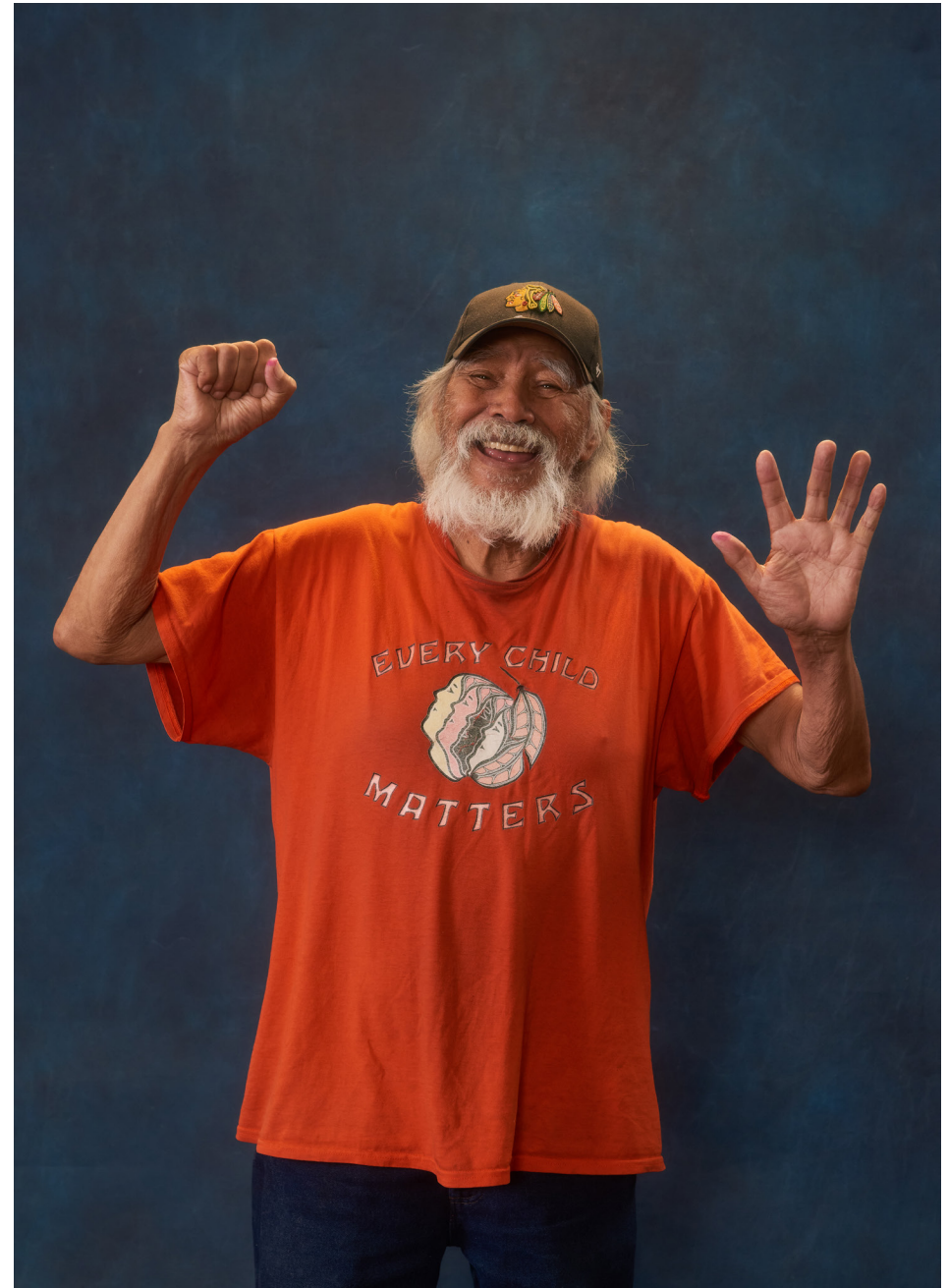
Success in a manager of education role involves effectively leading, managing, and developing educational programs and teams to achieve desired outcomes. This includes setting clear goals, fostering a positive learning environment, and ensuring the efficient use of resources to support student success and institutional goals.

This past year has been a rewarding and growth-filled experience. I've had the opportunity to deepen relationships with students, families, and colleagues while contributing to meaningful initiatives that support our community's educational goals. I'm especially grateful for the ongoing support and encouragement from

my team, managers, and the organization as a whole—it has made a significant difference in my ability to succeed. I look forward to building on this momentum, continuing to learn, and contributing with renewed energy and dedication in the year ahead.

We thank our Elders, youth, staff, teachers, and partner organizations for their continued commitment to education. Special gratitude to families who guide and support learning at home, and to Tl'azt'en leadership for ongoing advocacy and vision. A'wet'za.

SNACHAIL'YA,, Georgina Alexis



TI'azt'en Education Advisory Committee Reports

Louisa Alexis, Camilla Joseph, Conrad Joseph, Margi Pierre, Doreen Austin & Georgina Alexis



Hadih, Subal Dakelhnne,

Us'buzi, Louisa Alexis (Prince-Hanson). Us'ba woo buzi, Solomon Prince. Inkez us'loo woo buzi, Julliette Prince (John). Robert and Marie Hanson saa' hanih y'e. I have been sitting on the committee since 2011. My role is to represent "members at large". The committee consists of five band members, one band councillor, and the Education Manager. We have monthly meetings on the last Tuesday of every month. Our meetings run from September to June. The school principals of Eugene Joseph Elementary School, David Hoy elementary School, Fort St. James Secondary School, and the College of New Caledonia meet

with us to give updates on our students. Also give updates on activities that are happening and programs being offered. We all work together for the betterment of our students. We also review reports from the following staff members: Education Manager, Post-Secondary, Adult Education, Culture Coordinator, Employment & Training, Recreation, Sum Yaz Daycare, HeadStart and Supported Childcare. As a committee, we also review and approve post-secondary applications. This process is based on the applicants having all their required documents submitted before the intake deadlines, past history of the applicant and if the college they want to attend is eligible for funding. I hope this report gives you a better understanding of the TI'azt'en Education Advisory Committee. If you have any questions or concerns, you are welcome to do a presentation or write a letter to the committee. In closing, I would like to encourage our youth to take advantage of their education privileges. Our community needs teachers, early childhood educators, nurses, drug/alcohol counsellors, certified carpenters, plumbers, etc. A'wet'za.

Louisa Alexis

Hi, my name is Doreen Austin. I am on the Education Advisory Committee. We help the students to get into whatever program they choose at UNBC, CNC or other schools if they want to further their education. We have our meetings once a month from September to June and sometimes in July for post-secondary intake, so that they are ready to start school in September.

Doreen Austin

My name is Margi Pierre from the Granton clan and a committee member. We focused on various aspects of education including school goals, student learning and program development as well as helping with intakes for all post-secondary students. We have monthly meetings with July and August off. All the schools do updates and planning of monthly activities and give community support.

Margi Pierre

Sitting on the E.A.C with education gives me areas to focus on in my program as to where I could help with youth in the community. Over the years as a member and working at the Health Centre, I hear many issues that arise out of our youth.

As a prevention worker, I work along with the high school principal and attending the high school whenever I can. This also helps we at work by seeing where I can help with programs and services for our youth. Coming up with the workshop of “Community Circle for Strength” and I also started up a wellness Facebook talk show. The E.A.C benefits me at both areas of Health and Education. Knowing what needs to be done as a prevention worker and carry it out. In return, I would like to thank the Education Committee, the Principals of David Hoy, Fort St. James Secondary and Eugene Joseph Elementary School. Also, to the staff of College of New Caledonia. Thank you.

Conrad Joseph



Tianna Joseph - Youth/Recreation Assistant



Education Department

Hello everyone, my name is Tianna Joseph I'm 22yrs old, my parents are Walter & Pauline Joseph. I started working with the band at the Education center last year 2024 in July as an Youth\Recreation Assistant, I really enjoy working at the education center I get to plan activities for the community, plan events also get to help on trips if needed an extra hand I'm always happy to help in any way I can. I love planning for the youth and making sure everyone is having fun and being safe during my activities.

- What accomplishments I made so far this past year is getting out of my shy shell and getting to know more people I work with or with community members at the activities, events, and youth trips

I chaperone on.

The goals I achieved this past year is getting on the youth council and working with the band at the Education center as the Youth/Recreation assistant, and some other goals I want to achieve is to help with the younger youth to be on a better path and to look at life a better way I know most of the youth here are very talented and very smart in their own ways, I would like to work with the youth more and to help them achieve their goals.

3. Challenges and Lessons Learned:

the challenges I had this past year was interacting with people and speaking in front of everyone at events, I'm still getting use to talking in front of people

at events and some other challenges I had was just getting use having a lot of people at activities if I was alone and had to figure my way around with helping everyone at the activities but it always worked out and everything turned out good still

How I figured out the challenges I had was to take a step to the side and just to take a breather collect myself back together I do a 5 things to remind myself like what's one thing I can smell or what did I smell today that reminded me of something, what's 2 things I can do , what are 3 things I can feel and what do they feel like , what4 things that I looked at today and just take 5 breaths in and out to calm myself down

- In December 2024 before winter break I talked with Sheena Turgeon to plan our baking/cooking nights together which was Thursdays from 4:00pm to 7:00pm at the gym so some can bake in the kitchen and the littles to play around in the gym, we also did a girls movie night at the wellness center in February 2025 collaborating our activities was good and we got a lot of youth and some adults to come to our baking/cooking nights Sheena is a awesome and fun, easy to get along with and to talk with when working with her. I also helped handing out the food hampers and gift cards during December.

my future goals are to save up enough money to put to the side to go to Special Effects School I love doing SFX makeup looks and I want to be a special effects makeup artist for movies or short films and tv shows it's the one goal I want to achieve and I also want to go back to school to refresh my mind and to prepare for any other future jobs in the future

I want to inspire anyone that has big dreams like me and know that they can still reach for it no matter what happens you can still reach for your goals and dreams you want to achieve.

I want the people to know I'm here to help in any way I can.

Since I started working here I felt like it was a safe space for me to be myself and not to be afraid to ask for help at times, its very fun working as a recreation assistant, I feel like this is the job I wanted this whole time I love planning activities for the community members there's some days where a lot of people will come

and participate and some others day will be a bit slow , only a few people show up but that's okay as long as there's some people showing up.

I'm very thankful for all the help I get when I do activities alone usually some of the community members will help me clean up and very thankful for the ed center staff when I need help to get stuff for activities or events

- I'm always here for anyone at any time of the day my door is always open for any youth that needs a shoulder to cry on or just need an ear to listen to you or if you're just bored and want to do something I'll be here and hopefully I get to know more of you community members

Thank you for taking the time to read this.!



Rebecca Pierre - Employment & Training Coordinator

Education Department



Hadih TI'azt'enne, my name is Rebecca Pierre, I am the Employment & Training Coordinator for TI'azt'en Nation.

My responsibilities include but are not limited to promoting industry safety courses/programs in and out of community, write and submit quarterly and annual reports to Prince George Nechako Aboriginal and Employment Training Association (PGNAETA), submit monthly reports to the Education Advisory Committee (EAC), coordinate and plan the Bladerunners program, process completed applications for approval/non-approval, supervise the Employment and Training Assistant.

Services we offer and can assist with are resume and cover letter writing,

employment training programs, safety certificate training, life skills, career counselling, skills enhancement, youth initiatives, Bladerunners program, job search, target wage subsidies, work gear (accessible every 3 years), and mobility (accessible every 3 years).

In the previous the fiscal year we were able to complete two (2) groups of the Bladerunners program, three (3) target wage subsidies which lead to three TI'azt'en members gaining full-time employment, our annual Career Fair, Transformations Retreat, Healing Grief Workshops, Land Guardian Program, Residential Building Maintenance Worker Program, Wildland Fire Fighting. The Bladerunners program is a community-based program developed to provide life skills, job readiness skills, work experience/on-the-job training, job coaching, and ongoing supports to unemployed, low wage youth at risk. Participants have

the opportunity to gain work experience or pursue advanced education based on the success from training experience. Each group of participants have completed a series of industry safety training, life skills training, instructional driver's license training, cultural activities, and 2-week work experience. One participant from each group has gained full-time employment with their respective employment job placement with the help of a Target Wage Subsidy.

Target Wage Subsidy (TWS) is a subsidy that provides training and work experience that can lead to continuing employment for people who have barriers or little employment skills to join the work force. Provide subsidies for new or expanding business and/or that demonstrate training. Training related work experience to assist long term unemployed individuals or those at risk to participate effectively in the labor market.

Starting in September of 2024, Employment Services sponsored 4 participants to the RBMW program at the College of New Caledonia, Fort St. James. The program started on September 23, 2024, and was completed on November 15, 2024, a total of 8 weeks. Three of our four participants completed the program. ISETS and the PESP both equally supported the participants throughout the program. Participants received a daily stipend for attendance, safe transportation to and from class daily, and work gear required for the shop. The RBMW maintain and repair residential buildings (single family unity, multi unit, high rise). They do minor carpentry, drywalling, electrical work, floor laying, painting, plumbing, refrigeration, mechanics, and roofing repairs, as well as maintenance, installation, inspection, testing and troubleshooting.

Congratulation to D. Felix, B. Joseph, and P. Basil for completing the program.

In October, we had 3 participants enroll in the Land Guardian Program, through Natural Resource Training Group. The LG program started on October 28, 2024, and will be completed on November 29, 2024. Each student was eligible to receive a laptop through the PES program, and because the Land Guardian Program is delivered via online, the students can keep the laptops once the program is completed. NRTG's Land Guardian Program addresses the growing demand for skilled certified guardians employed within communities, industries, and non-profit organizations. This five-week (200-hour) program integrates engaging

lectures, applied field training, realistic case studies, scenarios, and exercises to build practical skills, technical knowledge, and enhance analytical and critical thinking abilities. LGP graduates are prepared for entry-level roles such as: Land Guardian, Watchmen, Environmental Monitors, Environmental Techs, and other land management positions. Upon successful completion, graduates will be able to 1. apply, observe, record, report, and protect skills required by land guardians. 2. monitor and assess soils, plants, aquatic conditions, and wildlife. 3. Interpret information to contribute to the management of the environment. 4. Participate in environmental protection in our territory.

In the early new year, we have worked with Carlin at PGNAETA to send I.A clients of Ti'azt'en Nation to Healing Grief workshops in Prince George and to Transformations as well. Grief is incredibly complex and often misunderstood. Throughout our lifetime, we may experience more than 40 different types of loss, from the death of a loved one to relationships breakdowns, moving away from one's community, and more. Unfortunately, we often rely on the wrong tool - our brains - when navigating grief. This gathering equips participants with grounding tools and techniques to release unhelpful cognitive thoughts, reconnect with their emotions, and use their heart to heal from loss. In January and February of 2025, we have supported a total of 7 members to the Healing Grief workshop in Prince George. We know of the importance of healing grief, especially in our community. Participants always give positive feedback about the workshop.

Additionally, we have sponsored 2 participants to Transformations. Transformations offers a unique personal developments journey. The process enables individuals to heal from past traumas and build the life they want. Through engaging activities, cultural practices, and honest conversations, participants will gain a deeper understanding of themselves and others. Participants will develop skills to improve their emotional, physical, mental, financial, and spiritual health.

We have scheduled our Career Fair for Thursday April 03, 2025, at EJES, from 10:00 am - 3:00 pm. This year we have invited Valhalla Equipment (Ponsse Academy), and they have graciously accepted our invitation. Ponsse Academy is a training for harvester and forwarder operators in Canada, BC. They will be bringing a simulator which is the latest technology for training in forest engineering. They enable training on all types of logging equipment: harvesters,

tracked harvesters, and forwarders. It was a huge hit as many of our members enjoyed the experience.

We look forward to seeing our new and returning registrants. Tanizul Timber Ltd, Hampton Lumber, Valhalla Equipment, Dado Construction Ltd.

I would like to acknowledge our education team for working together to make Career Day a success, we have planned the career fair months in advance. Exceptional work team!

Ti'azt'en Nation E+T is currently in the works of bringing the handyperson fundamentals to community. The purpose of this program is to train and employ Ti'azt'en Nation members to start the groundbreaking work on our community center. The program will be customized to our needs and will be approximately 10 weeks in length. The program will consist of orientation & introduction to program, interpersonal skills, computers (business forms and documents), basic trades math, introduction to electrical (tools, current, resistance, power, lighting), basic plumbing maintenance and repair. Home/Building/ Carpentry and certificates such as basic first aid, transportation endorsement, fire suppression, fall protection, confined spaces, intro to First Nations, WHMIS. The handyperson fundamentals will have a max of 10 participants.

Throughout the years we have had low participation in programs/courses; although we advertise well in advance, we understand that unexpected items prevent clients from attending program or training. We continue with services and brainstorm ideas to increase community involvement.

The Employment & Training program continues to provide support services to clients living on reserve. Thank you to everyone who continue to access the supports to enhance your skills/employment. We look forward to what the next year has in store.

Joshua Monk - Recreation Coordinator



Education Department

Hello, my name is Joshua Monk. I grew up in Tachie and spent a few years living in Middle River. I currently serve as the Recreation Coordinator for our Nation, where I've been organizing recreational activities, summer camps, and supporting youth council

initiatives. Key Achievements

- ❑ Strengthened relationships with community members through consistent engagement and inclusive programming
- ❑ Gained valuable skills in program management, coordination, and community outreach
- ❑ Supported youth leadership development through council activities and mentorship

- ❑ Increase overall community participation in recreational programming
- ❑ Offer more family-oriented events and age-specific activities
- ❑ Expand outdoor programs and camps—being out on the land has played a big role in my own personal growth, and I want to share that experience with others

Reflections

This past year has been a time of growth for me. I've come to better understand the needs and interests of our people. Planning and delivering these programs have helped me build confidence and deepen my connection to the community. I'm truly grateful for the opportunity to serve and contribute to the well-being of our Nation.

It is such an honour working with the Youth Council and helping them in any way I can. Being a former member for two years and a few months has helped me realize how much people look up to our youth and count on them. I strongly believe that the youth will bring big change to our Nation in the very near future—by bringing hope, wisdom, knowledge, and true unity, where we will all stand as one together again.

Challenges & How We Overcame Them

- ❑ •Departmental Overlap: At times, different departments compete for community members' participation. We've addressed this by collaborating and combining events, which has led to stronger partnerships and better turnout.
- ❑ Low Participation After Requests: A recurring challenge is when people request activities but don't attend. This has been a long-standing issue, but we've responded by offering a wide variety of programs and focusing on the ones that consistently draw interest.



Future Goals

Jodie Pierre - Post-Secondary Coordinator



Education Department

Hadih, Dain'toh! This is my third year as the post-secondary coordinator, and I've been enjoying working with the students and other community members. My responsibilities include but are not limited to promoting the program through community and providing post-secondary service to all interested band members, receiving and reviewing applications, and preparing monthly deposits for students based on rates in the policies, and submitting invoices to the finance department. More responsibilities can be found in the Tl'azt'en Nation Post-Secondary Support Program Policies and Procedures Manual.

This past fiscal year, the program provided support to a total of 43 students for full-time and part-time studies. 7 of these students have graduated from their respective fields.

Raylenea Morrison – Practical Nurse Diploma – Norquest College

Caeden Austin – Electrical Level 2 – Camosun College

Sean Miller – Heavy Duty Mechanic Level 3 – Thompson Rivers University

Sabrina Cicansky – Bachelor of Psychology – York University

Jason Schweizer – Master of Education – University of Alberta

Ruby Dominic-Prince – Professional Counselling Diploma – Rhodes Wellness College

Katelyn Henkes – Dental Hygiene Diploma – College of New Caledonia

Congratulations on your graduation and warm wishes for a happy and successful future! The good news is that more students are expected to graduate before the 2025 year is over.

Challenges the program has faced this past year has included interested applications applying for either of the in-take periods and not listing a reliable source of communication in their application. In some cases, other family members were contacted to pass along a message, and the interested applicant would get in touch with myself. Another challenge that was faced within the program is students applying for a program that begins in the following weeks, or month. The in-take deadlines have remained the same for over 10 years, and expectations for these applicants cannot always be made. I encourage the community to be mindful of the 2 in-take dates and priority selection for funding. This can be addressed with better advertising for both on-reserve and off-reserve members to notify everyone about the important deadlines for post-secondary. With the help of the community, I know we can overcome these challenges.

Collaborative efforts were made with the recreation team to facilitate 2 overnight field trips for the youth of Tl'azt'en Nation. The first trip was bringing 7 youth to tour the University of Northern British Columbia, and the College of New Caledonia in Prince George over Spring Break. This trip inspired the youth to start thinking about what programs and careers they would be interested in. The second trip was 14 youth attending the Soaring Youth Indigenous Empowerment Conference in Vancouver. This trip was also partly based on Post-Secondary Education, which was also inspirational to the youth. Many thanks to Georgina, Joshua, Tianna, Alexandra and Michelle for the support organizing and facilitating the trips. Also, a big thank you to Trinity, Michelle and Jean who ensure living allowance and tuition payments are sent out and paid.

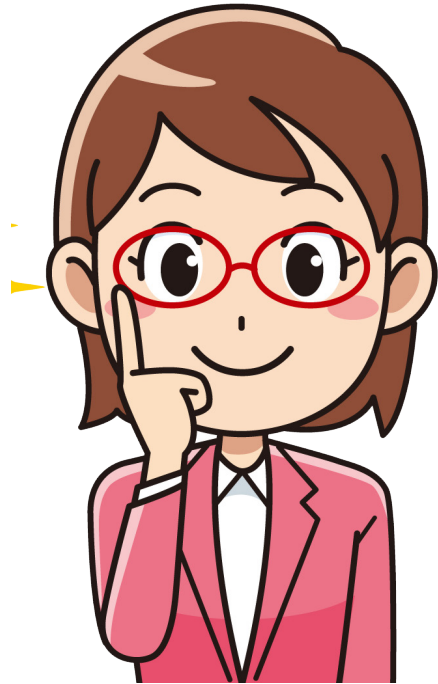
Goals for the future will always include supporting more Tl'azt'en Nation graduates in certificates, diplomas, bachelor's degrees, master's degrees and PhD's, as well as trade graduates. Mentioned previously, was advertising the in-take deadlines more effectively for both on-reserve and off-reserve members. This also includes enhancing organization and communication, for all areas of the program. My belief is that there is room for growth every year, and every year

I can be better than the year before.

In conclusion, this past year was another successful year for post-secondary and trades graduates. We can never go wrong with supporting our future leaders with their post-secondary planning, and this should always be prioritized. Being apart of this with the Education Department is amazing, and the youth will have memories for a lifetime attending the trips mentioned above. The teamwork of the Education Department has been detrimental to the success of anything the programs implement. Tube Cho Mussi to each of you, and the rest of the Tl'azt'en Nation staff who all work for the betterment of our community.



Allison Anatole - Employment & Training Assistant



Education Department

It's a pleasure to introduce myself, my name is Allison Anatole, I am a TI'azt'en Nation member living on the reserve for 28 years. I would like to express my interest in Employment and training assistant of TI'azt'en Education Department within the third year of implement experience.

We have had a lot of achievements this year with community members.. All the members have been very determined and have had a great outcome with success from the programs we provided, such as courses and training. I've made it on my own personal achievement to be their support working taking each step with the members to ensure that they are successful in all areas of courses

and training opportunities. Also, employment and training services we conclude the various courses such as safety training that benefit members with current job positions or future career paths.

As known, we are team at the TI'azt'en education centre department, we always do our best to encourage all on/off reserve members to participate in services being provided. I am extremely impressed of the employee's and members they have shown tremendous potential and determination for they personal growth, gaining new skills, learning overall of the progression.

One of my personal goals in this position is it expand my growth and learning opportunities to help me gain more knowledge and wisdom to help me to serve our community to provide the blade programs, we appreciate the company,

enthusiastic, laughs, the motivation, inspiration, also Employment and training services we conclude the various courses, safety training that benefit they current job position, they future career paths we encourage to all on/off reserve members. On my personal goal to experience new programs to expand my growth, gain more knowledge and wisdom within my time working for TI'azt'en Education Centre.

I enjoy what I do at the TI'azt'en Education centre, supporting, encourage, cheer on our members and taking each step with them as they navigate their barriers in life to being successful. As an Employment assistant, I can say with confidence that I have grown tremendously in this position and have flourished serving along side in TI'azt'en Nation to support our community I find it to be importance of build a memorable experience that aligns within TI'azt'en Education Centre Department as a team in serving our community. The potential development of others, continuous learning and exploring new ideas that come across the mind. I look forward to making relations with Employees, instructors, TI'azt'en Nation on/off reserve members and all surrounding areas.

It is a delighting to share my experiences, the work I have been made within the 2 or 3 years. I would like to Thank you for this opportunity. We extent the best wishes for continued success and kindest regards.

Sincerely,

Allison Anatole

Troy Findlay - Community liaison worker



Education department

Hadih ts'iyane, Troy si sozi' lhts'umusyoo ust'oh. Hello everyone, my name is Troy. I sit in lhts'umusyoo. I am the liaison for the nation I am based at Fort St. James Secondary school. My main roles are to advocate for the needs of the TI'azt'en students, bridge the gap in communication between the nation and the school, mediate conflict, and be a voice for parents/guardians and students. I provide honour roll incentive to the TI'azt'en students and a graduation incentive. I keep track of students' academic progress and help grade 7 students transition to grade 8.

I am happy to announce two graduates this year from F.S.J.S.S. Lucius Haskell and Mary Mattess. From October

to February, I facilitated the boys' group after school program which greatly improved the student's overall academic progress. Teachers mentioned that the students had higher self-esteem and were more confident in class at tackling their assignments and tests. I created a new system for tracking students' progress. This system also helps determine which youth will be selected for conferences. Those that are doing well in their classes and are on track to completion will be the top selection.

One of the main challenges we have seen this past year was that many students struggled to get to class on time. May I remind students they will need to be on time every single time to each of their block classes if they wish to succeed at F.S.J.S.S. Another Challenge we faced was students unable to focus due to lack of sleep. Limit screen time and be rested and ready to learn. I would like to see all TI'azt'en students succeed.

It has been helpful having Sheena from Health at the high school on Wednesdays. I have seen a positive impact on many of the TI'azt'en students. I have seen many students' academic progress steadily improve throughout the year. It is important that youth take care of their mental health.

In the upcoming school year, I would like to push for a reading group after school program to improve literacy skills for the students. It would be greatly beneficial. We also hope to fill the carrier teacher position in the fall.

It has been a difficult year, but we have overcome many challenges and provided the utmost support for our students, which has helped them along their academic journey. We look forward to seeing you again in the fall. Thanks to Sheena for all your support this past year. It has been hugely helpful to the youth.

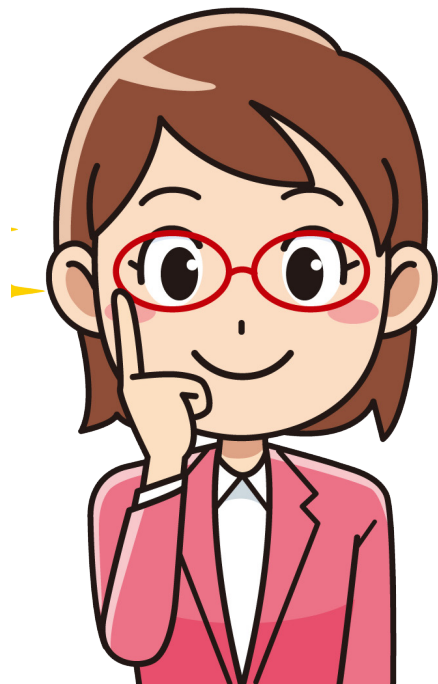
"A good quality education has the power to change the life of a person, community and future of the planet. It is a fundamental human right of every man woman and child no matter who and where they are. An education can lead to a prosperous life, help you identify your hidden skills, abilities and talents which you can use to advance your careers, find work and ensure a promising future."

- U.N.E.S.C.O. (united nations educational scientific cultural organization)



Supported Child Development Program

Education Department



Hello, my name is Farrah Felix, and I am delighted to introduce myself as the Program Coordinator for the Supported Child Development Program Coordinator, a role I began on March 2, 2025. I am proud to be part of the Granton Clan, married to my wonderful husband, Brian Felix, and together we are blessed with three beautiful children.

Our Aboriginal Supported Child Care Program is committed to providing personalized support tailored to the unique needs of each child enrolled. We understand the importance of early intervention and specialized care, which is why our program is designed to offer comprehensive developmental

assistance through consistent and collaborative efforts.

One of the cornerstones of our program is the Virtual Day with Speech Matters SLP Services Inc. These sessions occur weekly and are structured to provide one-on-one developmental assistance. Each child benefits from the expertise of our multidisciplinary team, which includes Occupational Therapists, Behavioral Consultants, Speech and Language Specialists

Our target age group for this program is from 0 to 5 years old. Families with children in this age range are encouraged to apply and take advantage of the specialized support our team offers.

Sum Yaz Daycare:

- Age Range: 3-5 years old

- Number of Children: 7

Parenting Program:

- Age Range: Under 3 years old
- Number of Children:

Our Parenting Program includes a daily interactive book that parents are encouraged to fill out. This book serves as a tool to help parents reinforce and build upon the strategies and techniques suggested by our specialists, fostering a supportive home environment for developmental growth.

Each virtual session is meticulously crafted to suit the child's individual needs, incorporating activities such as:

- Art Activities: Encouraging creativity and the development of fine motor skills.
- Puzzles or Games: Promoting problem-solving skills and cognitive development.

Beyond virtual sessions, I actively participate with children in our on-site HeadStart environment. This involvement allows me to reinforce and build upon the strategies and techniques advocated by our specialists. My role encompasses:

- Circle Time: Enhancing listening skills and social interaction.
- Art: Fostering self-expression and creativity.
- Puzzles and Playtime: Supporting cognitive development and cooperative play.
- Speech and Language: Employing specialist-recommended techniques to enhance communication skills.
- Behavior: Implementing strategies to promote positive behaviors and social skills.

Our program is founded on a collaborative approach that emphasizes the integration of specialist advice into everyday activities. By working closely with our team of experts, I ensure that each child's unique needs are met, providing

them with the best possible start in their developmental journey. Through our carefully designed activities, we aim to nurture and support the holistic growth of every child in our care. My focus for the next year is to do more outreach with parents at home and provide more guidance for assessments, and to educate parents on milestone development.

In conclusion I want to thank Roberta Joseph, HeadStart Manager, Diane Joseph, ECE Assistant, and Georgina Alexis for their support and guidance throughout the time that I've been here.



Roberta Joseph - Headstart Manager Report (September 2024 - June 2025)



Education Department - Headstart

Hadih, Roberta Joseph i soozih. Tache ts'e hasya. 'S'ba Bobby Joseph. S'loo Amelia Joseph. Granton 'usli.

First of all, I would like to extend my heartfelt thanks to everyone who participated in our Headstart Program throughout the year. Your involvement and enthusiasm have made it a success.

Cultural Activities

Our program was rich with activities that celebrated and preserved our culture and traditions. This year, we held several workshops and events, including:

- ☐ Elder's Storytelling and Language Sessions: Providing a space for our elders to share their wisdom and language with the younger generations.
- ☐ Beading and Bannock Making Workshops: Teaching traditional crafts and culinary skills.
- ☐ Outdoor Skills: Including rabbit snaring, snowshoeing, ice fishing, and trapping.
- ☐ Jam Making and Ribbon Sweater Making: Encouraging creativity and practical skills.

Community Events

We are passionate about bringing our community together, and this year we hosted several events such as:

- ☐ Thanksgiving and Christmas Dinners: Celebrating these special occasions with our community members.
- ☐ Mother's Day and Father's Day Celebrations: Honoring the parents in our community.
- ☐ Preschool Graduation: Acknowledging the achievements of our youngest learners.

One of my personal highlights was our one-week cultural event. This year, we were delighted to have the Eugene Joseph School join us. Despite the cold weather, we had a large turnout, including the brave 2-year-olds who participated in ice fishing and trapping.

Health and Nutrition

In our effort to promote healthy eating habits, we have been distributing fruit and vegetables to 23 children every month. This initiative aims to ensure that our children have access to nutritious food options.

Conclusion

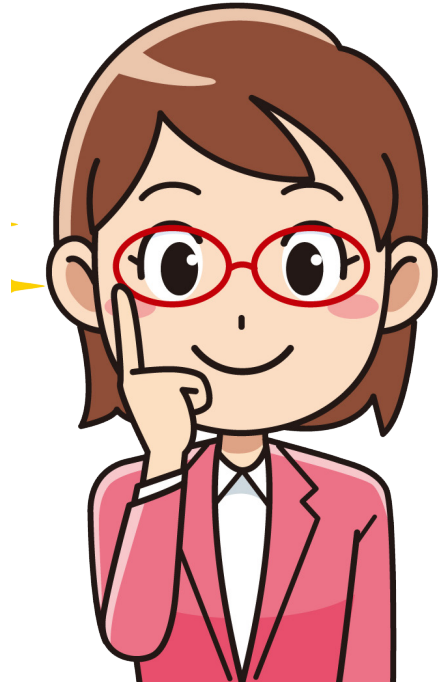
As we reflect on the past year, I am filled with gratitude for the dedication and support of our community. Together, we have created a nurturing environment that celebrates our culture, fosters learning, and promotes health. I look forward to continuing this journey with all of you in the coming year. Thank you for making our program a vibrant and enriching experience for everyone involved.

Diane Joseph - Early Childhood Educator – 20 plus years

Education Department - Headstart

Infant Toddler Educator

Tl'azt'en Head Start Education



I'm a Binche Whut'en First Nation, my clan is Granton I'm the daughter of the late Johnny Joseph Sr and my mother is Mary Ann Haskel. My common law husband Perter Tom Jr and we have 3 boys, 1 girl and we have 1 granddaughter who we all adore.

I've been in this field for 20 plus years, I work with families from 0-5yrs old, from being pregnant watching the baby kick in their stomach to crawling and learning how to walk, talk, cry, laugh, get sick, watching them learn to swim you name it we went through all the mile stones with parents and babies.

to help aid with the financial aspect.

Working with the Headstart program I supported the spiritual, emotional, intellectual and physical development of Indigenous children, while supporting their parents and guardians as their primary teachers.



Some of the programs that we provide to community are:

- Monthly Fruit and Veggie Program
- Drop ins for Parent's from 0-3 years of age
- Head Start program for 3-5 years registered with Sum Yaz Daycare
- Swim Trips to help create bonding between mom and baby
- Cooking
- Baking
- Cultural Experiences with Knowledge holders within the community
- Seasonal Shopping to help with parents prepare for back to school, winter, fall, spring and summer. We provided the rides to Prince George



Mandy Roberts: A Dedicated Early Childhood Educator

Education Department - Sumyaz Daycare

Introduction

Hello! I'm Mandy Roberts, a passionate Early Childhood Educator at Sum Yaz Daycare. I've dedicated over 12 years to nurturing young minds and fostering their development. My journey began in 2011, and since then, my commitment to early childhood education has only grown stronger.

Educational Background and Certification

In 2013, I decided to formalize my skills and knowledge by pursuing a certificate in early childhood education. After a year of dedicated study, I proudly earned my certification in 2014. This

achievement marked the beginning of a fulfilling career at Sum Yaz Daycare, where I've had the privilege of watching countless children learn and grow.

Responsibilities and Teaching Philosophy

At Sum Yaz Daycare, my role encompasses various aspects of childhood development:

- Cognitive Learning: I engage children in activities that stimulate their thinking and problem-solving skills.
- Social and Emotional Development: I create an environment where children feel safe to express themselves and interact with their peers.
- Structured and Free Play: I balance structured activities with free play, encouraging creativity and independence.

- Basic Concepts: I teach essential concepts such as alphabets, numbers, shapes, and colors.
- Motor Skills: I focus on developing both small and large gross motor skills through diverse activities.
- Pre-Kindergarten Readiness: I prepare children for the transition to kindergarten by fostering foundational skills.

Daily Routine and Life Skills

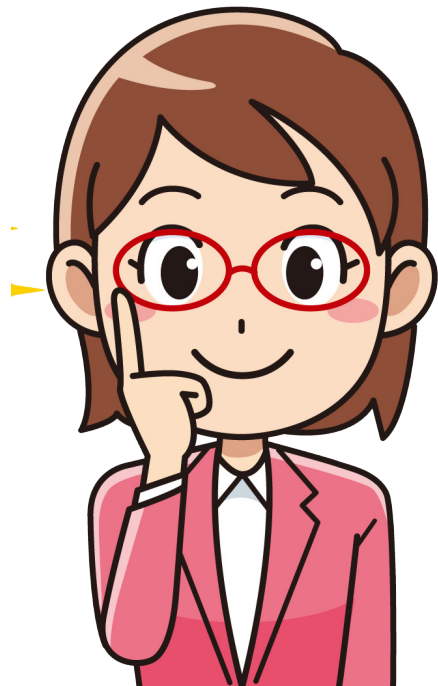
A significant part of my role involves establishing daily routines that instill important life skills in children. These include:

- Picking up toys
- Putting food in the garbage
- Practicing handwashing
- Brushing teeth

These routines help children develop a sense of responsibility and self-care from an early age.

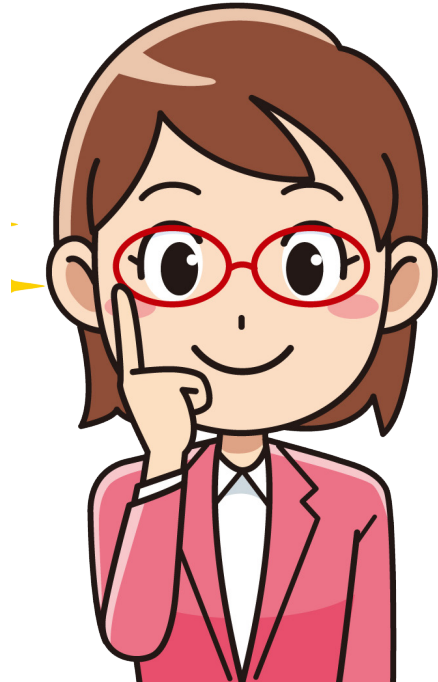
This year marks a new chapter in my career as I take on more responsibilities. I am now working independently, without the guidance of Vera Mattess, who was my mentor and boss. I am currently under the supervision of Roberta Joseph, the Headstart Manager, and Georgina Alexis, the daycare manager. This transition is a significant step for me and one that I embrace with enthusiasm and dedication.

Working at Sum Yaz Daycare has been a rewarding journey, and I am excited to continue growing as an educator. My goal is to make a positive impact on each child's life, helping them build a strong foundation for their future. As I take on new challenges, I remain committed to providing the highest quality of care and education to the young learners in my care.



Eugene Joseph Elementary School – Principal report

Education Department - EJES



Margaret Mattess le suzi', Lusilyoo 'ust'oh. Tache whust'i. This past year I returned to EJES as principal.

We had a very successful year implementing Land Based learning every afternoon we were outside or out on a trail. The success is credited to Pauline Joseph our Carrier Language and Culture teacher who had the vision and was able to implement all the components, we also credit Walter Joseph who was the lead as Wildlife monitor, fluent speaker and our own traditional ways of doing things. We also appreciate Dr. Lindsay Jennings from Chuntoh Education Society for guiding us and modeling a different hands-on approach to learning.

We were able to implement our identified learning outcomes from the curriculum for the learning on the land initiative. Students or learners were also able to build their core strength and were able to self-regulate emotionally and socially. Learners became more curious and were able to ask good questions about their surroundings. We do speak as much Dakelh throughout the day as we can, which helps students build a stronger sense of belonging and identity (this helps build confidence).

Our challenge this year was due to viruses and illness, students missed a lot of school weeks at a time. Next year we will change the way we teach math and literacy to address the gaps in learning. Most of all, we intend to instill in learners the purpose and the love for learning. Our other challenge is not having a fluent Dakelh speaker on site; if we have a fluent Dakelh speaker on site, staff and

learners will be speaking more Dakelh daily.

Throughout the year we have had staff from HeadStart, Health, Social Development, Natural Resources, Administration, and Tanizul support us in many different ways. We have effective communication with Education and are strongly supported by them. Outside agencies such as Nezul Be Hunuyeh, Chuntoh Education Society, COHI (FNHA) supported us as well. We also had elders who came to support us, mussi to Doreen Austin, Clifford Joseph, Allen Roberts, Margie Pierre and Lizzy Williams. We can only get stronger together!

Our school goals for next year are to continue with Land Based Learning, Dakelh language being spoken throughout the day, social/emotional regulation. Math and Literacy are also goals in the classroom. We will take part in re-training so we can engage learners in the Ortin Gillingham literacy program which is fast paced and will address the needs of individual learners. We can also support learners through outreach next year if needed.

Consider registering your child(ren) at E.J.E.S where every child is respected as an individual, learning social, emotional, academic and life skills and most of all understanding the importance of our language and culture which creates a strong sense of belonging. The staff are super excited about a more hands-on learning approach for next year!

Alexandra Thomas - Cultural Coordinator



Language and Culture Department
Hadih Tl'azt'enne;

I am Alexandra Tsau Thomas Lhts'umusyoo. I am the Cultural Coordinator for our community.

This year we started our trapping program! I would like to thank Mike Hawkrige for helping right from the beginning of the program right to the end! Tube mussi to Ron Mattess for letting us use his trapline. This year we were quite successful! We harvested; 1 lynx, 2 weasels, 4 rabbits, 8 martin, 3 foxes, 2 coyotes and we were blessed with 2 wolves! It was such an amazing experience when our youth and bladerunners came out to check traps with us. The Lynx was donated to Eugene Joseph Elementary so they

can learn how to skin and stretch the hide.

I have asked community members for permission to trap on their trapline for the upcoming year. Would love to have a larger area to set up our trapping program this upcoming fall.

Hosted International Murdered Missing Indigenous Women's Day again both May 5, 2024 and 2025. Every year more of our community members attend. We had red shirts available. Face painting, smudging, prayers and drumming.

Mike Hawkrige donated about 6 bears worth of meat this year! It was an amazing experience learning laughing and sharing stories with our community members while we all worked on the bear meat together. Walter Joseph Jr smoked all our half dry for our community members! We handed out just about all the half dry

bear meat! We will be making a lot of bear sausage when we have time.

Hosted Truth and Reconciliation Day September 2024. We had hair braiding, beading, t-shirts and custom stickers available for our community. We also provided, drinks, snacks and dinner.

We continue to host evening classes 2 day a week. Our elders made their own shawls with Tl'azt'en Elders on them as well as their clan symbols. There have been so many ribbon skirts, shawls and vests made this year. It's been a pleasure teaching everyone, from our little ones right up to our elders, how to sew and make their own ribbon skirts, shawls and vests.

Beading classes continue to be well attended! Our elders have been able to sell their beadwork or give them away to friends and family a gifts!

- Hosted drum making classes a few times over the year. It is always amazing to watch our member make their own drums and their creativity in painting them.

Challenges we faced this year, and all previous years, have been living through all the deaths in our community. We try our best to reschedule events when needed out of respect for family members. Tl'azt'en Health Department continues to support our community through these with grief and loss workshops. Our staff members work hard every day to create programs that help our members through training, education, gathering and on the land learning. I feel every department deserves recognition and thanks for all their hard work!

Working together with our Youth coordinator and Health department we brought youth and elders to Kamloopa Pow wow in Kamloops, June 28 -30th, 2024.

Tl'azt'en Education and culture department hosted fall Noye Dzin September 27-29.

Soaring indigenous youth empowering conference Vancouver April 7 – 10, 2025. This event was a collaboration with Education and Social Development departments.

Education and Social Development Departments worked together to send our



youth to Vancouver for Soaring: Indigenous Youth Empowerment Gathering April 7 – 10, 2025. This event invited youth from across the country to learn about career and post-secondary education options. They had so many amazing vendors and workshops available! It was heartwarming to watch our youth grow, learn and get excited about post-secondary and career opportunities.

Tube mussi TI'azt'en Health department for providing Sheena Turgeon, our child and youth Mental Health Councillor as support throughout the year. She has been helping once a week for evening classes, she cooked very delicious and hearty food every time she came. Sheena encouraged youth to attend evening classes which created beautiful memories made with our elders.

Worked closely with Eugene Joseph Elementary throughout the whole year. We went on numerous field trips, supported events and drove for their trapping program that started this year in January. It is always an honour to work with EJES students and staff. Watching our little ones grow, learn and laugh is one of the many things that I cherish! Our little ones helped preparing devils club medicine for their year end potlach. What wasn't donated to the school, was given to community members.

- Supported TI'azt'en Nation Community Health Services with events such as their trips to Middle River, Mental Health and Wellness Day, Earth Day, Winter Games and Elders' Tea when they travel out of community.
- Hosted events with Fireweed Safe Haven and Nezul Be Hunnuye in community. It was always nice to work with other communities and societies.
- This year we will be hosting Swift water training in July 8-9, 2025. We are also looking into scheduling canoe and kayak safety training as well.
- Planning this year's 4th culture camp. Looking forward to working with our Youth coordinator, Mike Hawkridge and Troy Findlay to create a fun filled summer with on the land learning alongside with language lessons with Troy.
- We are hearing this this year salmon run is hearty enough to harvest this year. We will be setting net this year and hope to provide salmon to our elders.

- I am currently learning medicine making and harvesting, I am looking forward to future medicine picking and medicine making days!

This year has been an amazing blessing! I would like to thank TI'azt'en Education Department for their continued support! Tube mussi Troy Findlay, Sheena Turseon, Mike Hawkridge for your time, patience and assistance during the year assisting with our programs. Tube mussi to all our community members and staff for your help and attending our programs throughout the year! Looking forward to more events, harvesting, teaching and learning!



First People's Culture Council - Tl'azt'en Nation "Roots" Language Program 2025-27



Nation Dakelh Language Revitalization Strategy". This strategy recognizes that an immediate investment in language preservation and language learning is essential for the survival of Dakelh identity, for our spiritual well-being and for the healing from past colonial trauma.

Tl'azt'en Nation received a two-year grant (\$150,000 each year) from First People's Culture Council for a "Roots" Language Program. Our team identified FOUR PROGRAM AREAS that will be funded through this grant.

1: Dakelh Language Immersion Program for Adults

Olivia is hosting Dakelh language immersion sessions every other Thursday for Elders, silent speakers, and language instructors. The purpose of these sessions is to provide a fun and social environment for Dakelh fluent speakers and silent speaker to practice and improve language speaking skills. We hope that this will build confidence and build skills that will enable Elders and silent speakers to deliver effective methods for language immersion in daycare, Headstart, and other community-based settings.

2: First Voices Site Corrections – New Content Development

Theresa and Renel have been working on correcting and editing over 3,000 Dakelh word entries on the First Voices Tl'azt'en-ne Bughuni site. We will be developing new content as well including legends, Elder interviews, Elder spotlights, and stories.

3: "Time to Talk" Dakelh home-based language learning resource package for families

- "Time to Talk": Home-based Dakelh Language Learning Program for parents with young children.
- visual aids for the home such as Dakelh conversation posters, word/sentence labelling (for house);
- materials for action-based and interactive language games;
- Dakelh-focused early learning children books (animals, "around the

Language and Culture Department

OUR TEAM

Renel Mitchell, Tl'azt'en Nation Cultural Archives Manager

Olivia Robert, Language curriculum developer

Theresa Austin, Dakelh language expert; transcription and translation

Hadih Tl'azt'enne,

In 2024, Tl'azt'en Nation membership carried a motion to support the "Tl'azt'en



house”, “picking berries”; “out on the land”);

- develop language games on First Voices Site to supplement resources for families and children

4: Tl'azt'en Nation Cultural Archive Website Development

The Tl'azt'en Nation Cultural Archive Website will host a variety of resources from the material in the archives such as;

- academic and archival documents
- Elder interviews
- Cultural history information (pictographs, archaeology, legends)
- Interactive maps
- Shih Ha'uzdut'en book content



Natural Resource Departments Annual Update



Natural Resources Department

The goal of our team in the Natural Resource Department is to support Tl'azt'en Nation Members in stewarding the land. We are carrying out this stewardship work through the collaboration of members at all levels including elected leadership, Keyoh and community. There are many pressures on the land from industry, other governments and the effects of climate change. By following this collective approach to stewardship, we are stronger and more effective in preserving the land for future generations of Tl'azt'enne.

Strength through Collaboration

The NR department continues to work with membership and leadership. Our team has been meeting with Keyoh as often as possible by planning monthly Keyoh meetings. These meetings are set up for Keyoh to bring forth their concerns and get updates on what work our department is carrying out. We use the information from these meetings to guide us through our land stewardship initiatives. We also work very closely with Leadership in their active roles of working with the governments of British Columbia, the Government of Canada and other First Nations to ensure the rights of Tl'azt'en Nation are protected and promoted. We are very fortunate to be able to work collaboratively with membership, and this provides the NR Department with the confidence necessary to promote Dakelh values in land stewardship.

Pressures on the land

Members are very familiar with the pressures that have been brought on the land from industrial development and resource extraction. The Tl'azt'en Nation Territory has suffered from a high level of these industrial activities in the past leading to a current state of very high cumulative impacts. Current demands from the BC and Federal Governments are putting incredible pressure on the land to meet their mandates for resource extraction such as forestry and critical minerals.

The Carrier Sekani First Nations Pathways Forward Agreement 3.0 as a support for stewardship

As membership has heard, there was a great effort from Leadership and technical staff of Tl'azt'en Nation (as well as the other Nations) to negotiate the latest Pathways Forward Agreement. One of the major reasons why the agreement is important is the framework it provides and promotes for land stewardship. We are supporting initiatives created by CSFN and BC such as the Biodiversity Management Areas (BMA) and the Spatial Harvesting Planning process.

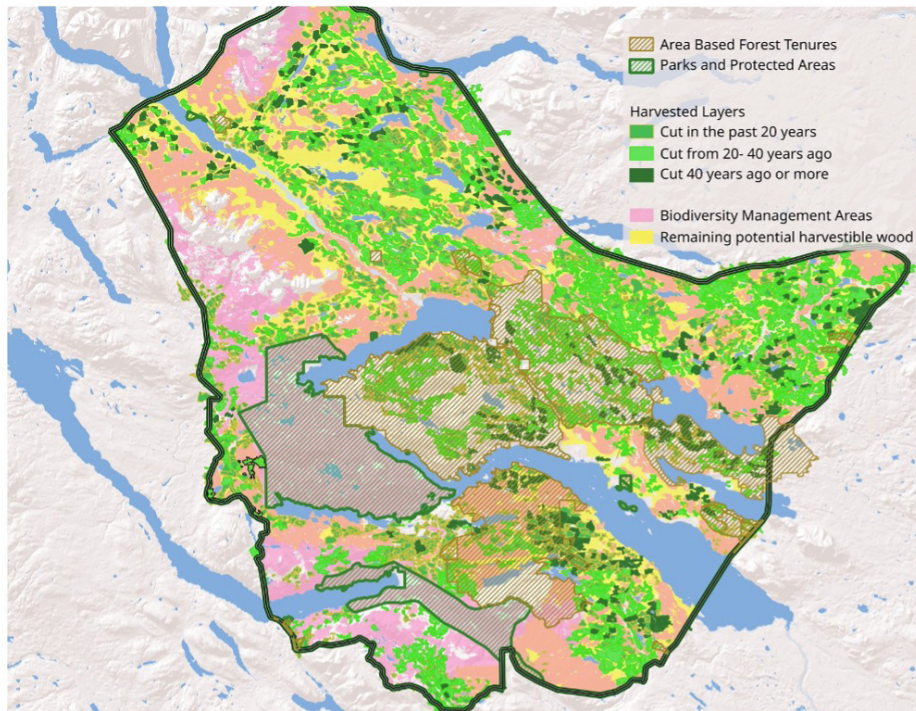
Forestry

The NR department and Tanizul Timber have created a Forestry Team and work closely together to manage the demand for wood through the Tl'azt'en Nation Forest Stewardship Strategy. This strategy is designed to carry out forestry stewardship that continues to support a local forestry economy through a sustainable approach. There has been an incredible amount of work to create, promote and activate this strategy. Tl'azt'en Nation continues to lead the way for forest management under the framework provided in the Pathways Forward Agreement.

The work carried out by Tanizul Timber and the NR department has provided a model that: sets the amount of harvesting that can occur in the territory, the types of forests that can be harvested (promoting forest health by selecting dead and damaged forest areas) and collaboration of Tl'azt'en members. Tl'azt'en Nation has provide a transparent and stewardship based approach to the Spatial Harvesting Planning process defined through the Pathways Agreement. We continue to work with BC and other Nations with the ambitions to ensure the Tl'at'en Forest Stewardship Strategy is carried out properly in the territory.



The map below illustrates the problems faced by the Nation and the Forestry Team. Combining the cumulative effects from historical harvesting, protected areas such as parks, and working with BMAs – there is little space in the territory to manage forests while holding back against the pressure for continued high levels of harvesting from BC and many forest companies.

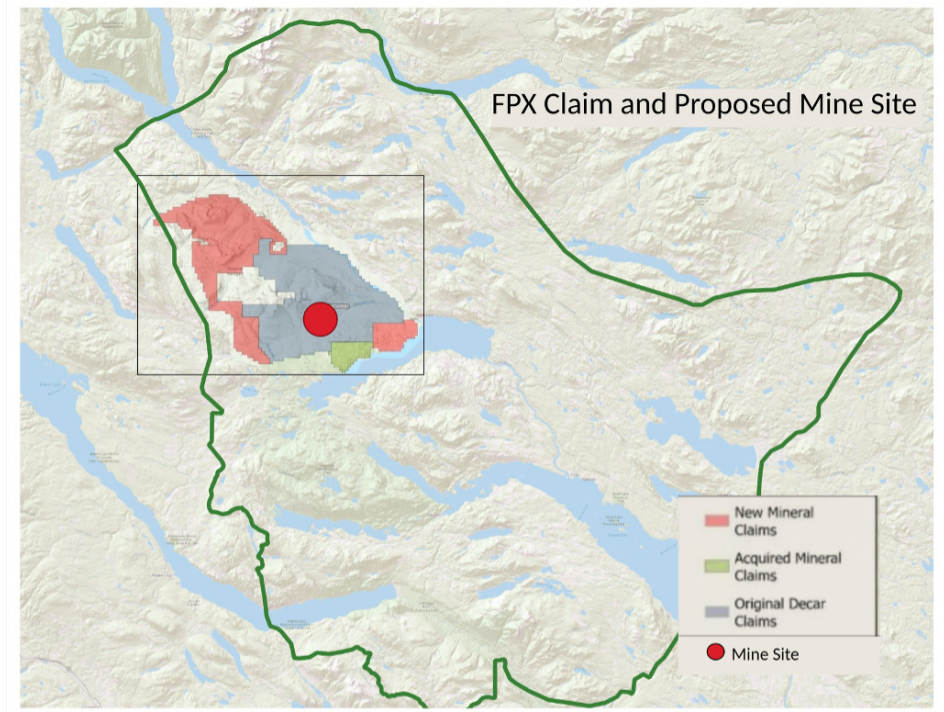


Forest Stewardship Strategy success through partnerships

The Alhgoth 'Uts'ut'en Agreements that have been created and put in use over the past year to promote and regulate the goals of the Forest Stewardship Strategy. These agreements provide: the means to regulate the the level of harvest, the forest harvesting practices that licensees are to follow, engagement and collaboration with Keyoh, opportunities for associated forestry work and employment (such as road maintenance through Tanizul), funding for monitoring activities for the Natural Resource Department and revenue for for the Nation.

Mining

As many are aware, there has been serious consideration and promotion of a proposed mine in the area at the bottom of Tselk'un (Mount Sidney Williams). The project area is registered through the BC government by FPX Nickel (formally First Point Minerals). The areas under claim in the Tl'azt'en Territory by FPX is substantive and the proposed mine itself is in the heart of the territory.



Leadership has been working heavily to obtain the funding for capacity to properly review the project from a Tl'azt'en Nation perspective. This is a necessary step to understand the potential mine impacts and benefits and must be carried out before the Environmental Assessment process begins. Other Nations and FPX have formed a First Nations alliance to review the project with some nations endorsing the project.

The NR department has created a work-plan and budget for these next steps in order to secure funding and to carry out the work. We have also discussed this with Keyoh at our monthly Keyoh meetings as well as meeting with the most impacted Keyoh regularly. Leadership invited the Minister of Mines and Critical Minerals Jagrup Brar to come to Middle River and Tache for a tour of the area, meet with Council and community as well as to share food together. This proved to be very enlightening for the Minister (in particular the realization of the cumulative impacts to the area) as well as establishing a dialogue between Tl'azt'en and BC that was lacking on the part of the provincial government.

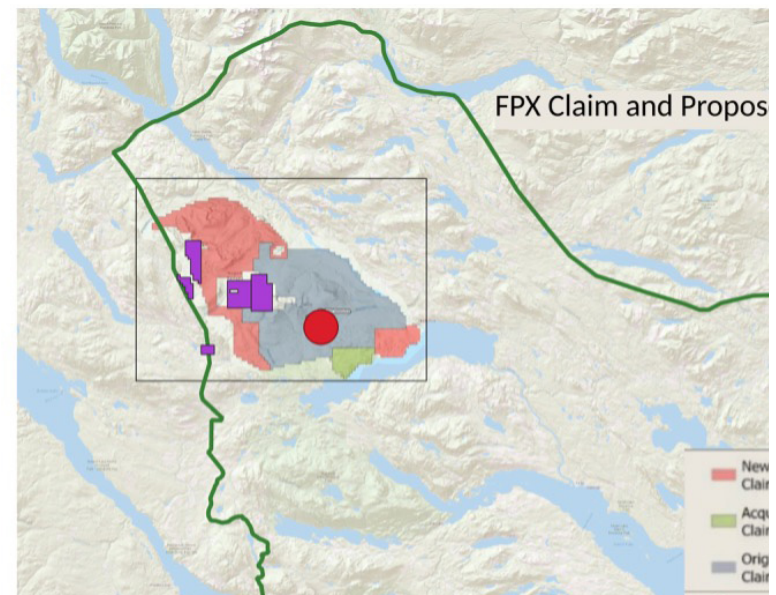
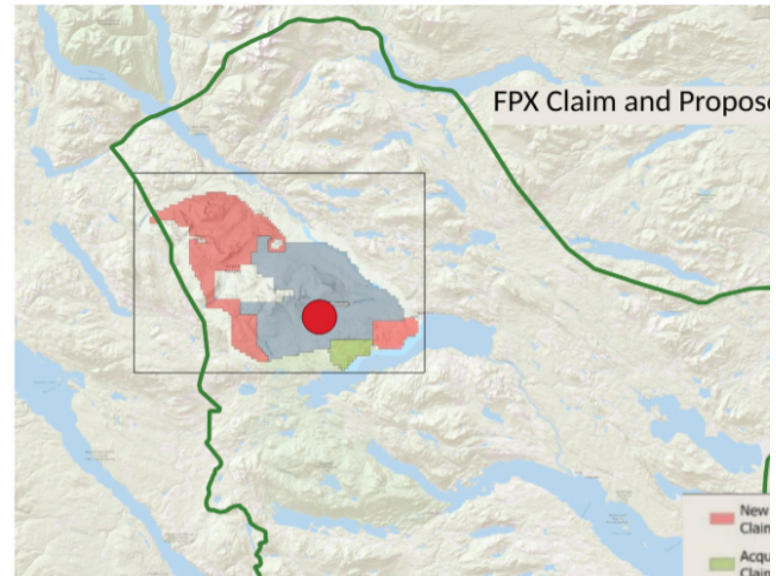
At the time of this presentation being written, we are now planning on member meetings to take place on June 9th in Prince George, June 11th in Middle River and June 12th in Tache. These meetings are providing the venue for FPX to present the proposed mine project.

Exploration Mining

The proposed project at Tselk'un continues to carry an exploration permit regardless of the project being in the pre-mine design and pre-Environmental Assessment stage. FPX sought and obtained a Multi Year Area Based Permit in 2025. Tl'azt'en did not support the permit as the permit does not reflect the activities of the exploration stage and should be on pause until Tl'azt'en Nation can finish the review of the necessary before permits of Environmental Assessments can take place.

Other mining companies are also seeking permits in the territory, and the NR department is working with BC and the proponents to establish a similar process for exploration mining as we use for the Forest Stewardship Strategy. This would involve similar agreements with exploration mining companies, meeting Tl'azt'en Nation's stewardship objectives and inclusion of Keyoh in the process.

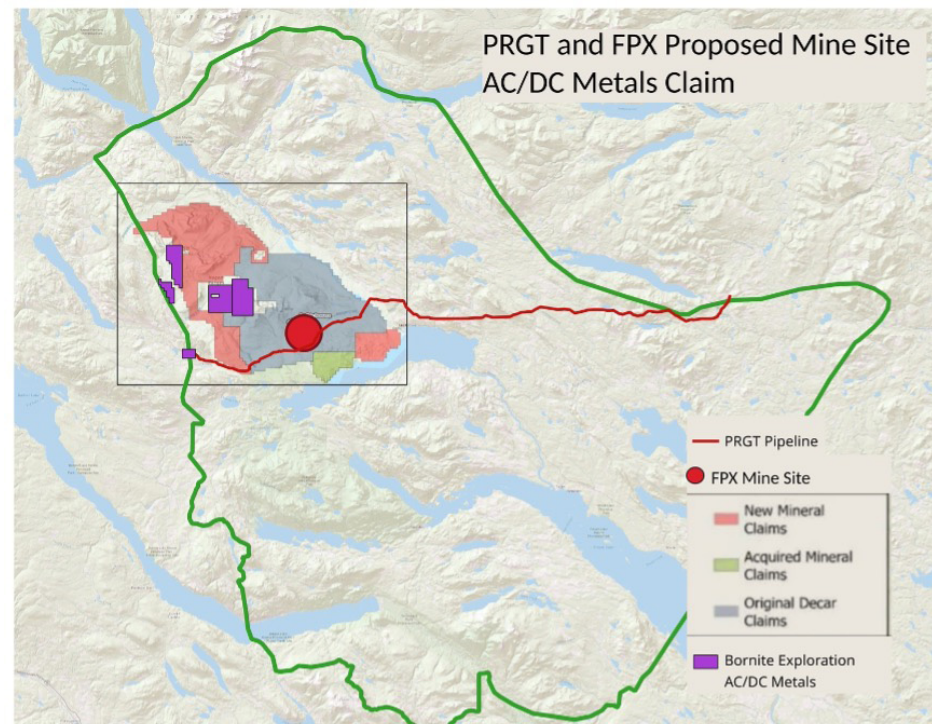
The maps below illustrate the proposed mining exploration areas of a junior mining company called AC/DC Metals. You can see how areas are filling up with mining exploration and the closeness to a proposed mine.



Prince Rupert Gas Transmission Line – LNG Pipeline

Tl'azt'en Nation Members are aware of the Liquefied Natural Gas (LNG) pipeline going through the territory that has been in development stages since 2015. It started with Petronas (Malaysian company) as the pipeline operator, then TransCanada Energy which became TC Energy. The pipeline project had very little activity until it was purchased through a partnership of the Nisga Nation and Western LNG in 2024. The environmental certificate for the project was to expire at the end of November of 2024, but the project maintained its certificate (June 2025) by illustrating it had met the definition of significant startup.

The NR department has just started working with PRGT in planning field work for the summer of 2025 and the review of the new permits for the project. The pipeline itself is currently planned to go through the mine site of proposed project in the Tselk'un area. There is much work to be done by the Nation for this project.

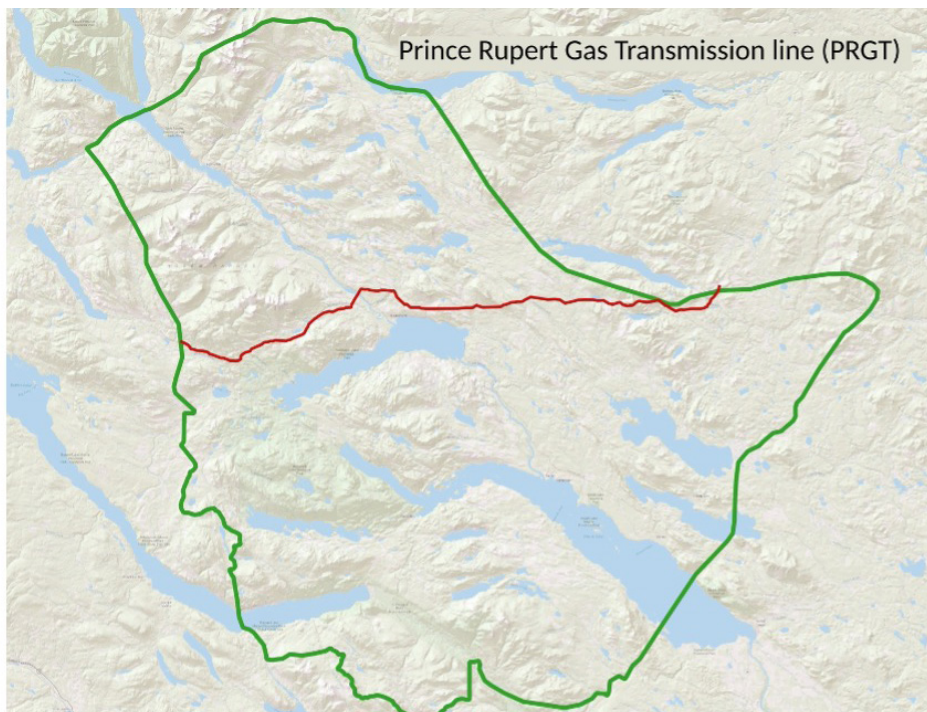


Fish and Wildlife

Fisheries

The Natural Resource Department is working towards including the Fisheries team into the overall NR team and have been very active on fisheries projects. As with all of our work, we are always interested in hearing from Members about the health of fish and what can be done to help out in the territory.

Tl'azt'en Nation has been carrying out fish monitoring activities for a number of years in partnership with the Department of Fisheries and Oceans (DFO). This work is highly regarded and is leading the way for other collaborative projects. There is a very skilled set of individuals that have been led by Darren Haskell in the past and we looking forward to working together to extend the project into other areas of fisheries and water monitoring.



The NR department has also been involved in a First Nation collaborative team in preparing a Early and Late Stuart Sockeye recovery program. This is in collaboration with other Nations such as: Yekooche, Takla, Nakl'azdli, Lake Babine and Binche and with the Upper Fraser Fisheries Conservation Alliance (UFFCA) and DFO.

We have recently been working with BC Fisheries to set up a monitoring station just north of the Tanizul bridge on the Tache River for white sturgeon and we are looking to extend our involvement in this project.

Wildlife

There are several projects the NR Department is involved with in hopes of improving the well being of animals in the territory. There is a heavy focus on ungulate health (in particular caribou), but we are always considering the impacts that are affecting other animal such as fur bearers and birds. We often hear from members of the noticeable decline in song-bird populations and the lack of smaller animals such as martin, fisher and marmot. We are also involved with understanding the health of predators such as wolves and grizzly bears.

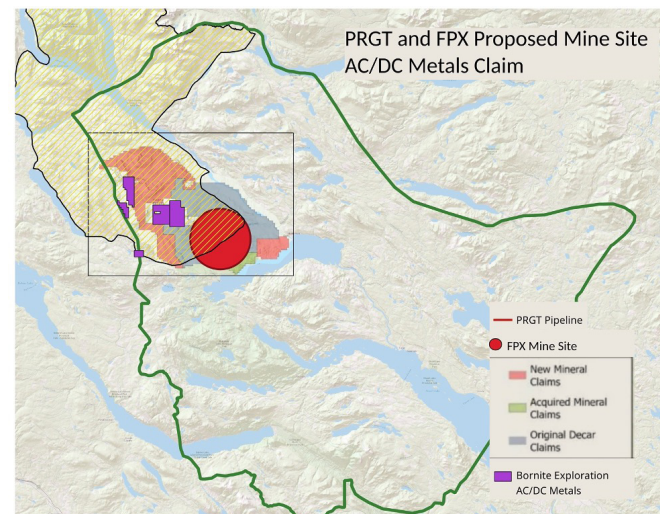
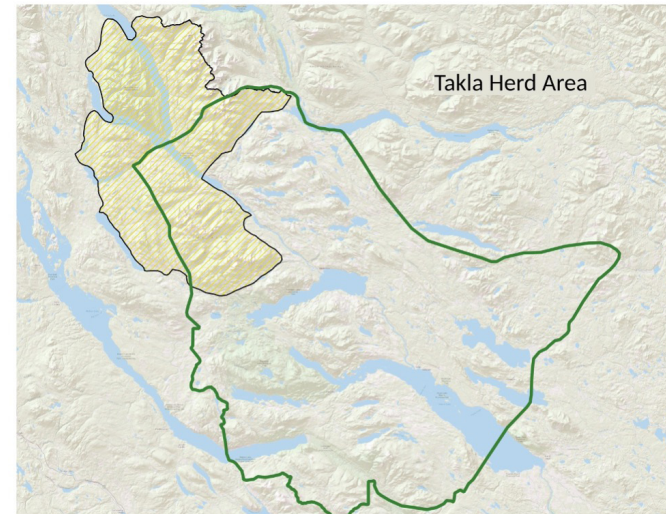
Below are some of the projects we are working on:

Caribou

We are collaborating with other Nations, BC and Federal governments on a Caribou Mapping project to deal with the critically low population of the Takla Herd (named as a result of the herd using the lower parts of Takla Lake). We are creating a more representative boundary for the herd and creating essential habitat layers as part of the collaborative mapping project.

Camera placement and tracking of caribou is part of a project funded by Environment and Climate Change Canada (federal government) whereby we have been selecting and placing cameras in the territory. We have been focusing on caribou for this project and collecting stories from members and elders as to current and historical use of areas by caribou and other species. The map below shows the current extent (area) of the Takla Herd, but the boundary will be officially changed as it has been altered significantly through the mapping project

with input from TI'azt'en Nation members. This new area includes: Trembleur Lake to the South, a large area to the north east of the territory as well as more area to the west.



Hunting regulations and hunting license allocation

The NR department has been active in the regulations and allocation process for hunting practices in the territory. We are particularly focused on reducing the impacts on the land (in Keyoh) from the large number of hunters entering the territory. We are working with experts on our team to have BC alter regulations to diminish these impacts as well as preserving the rights for members to hunt on their land.

Grizzly Bear

Tl'azt'en has been working with the John Prince Research Forest (JPRF) on a number of projects, and the JPRF has carried out a great deal of studies on grizzly population in the Tl'azt'en Territory. We have recently become involved with the Grizzly Bear Foundation and our ambition is to combine the knowledge from the foundation with JPRF and create a Tl'azt'en approach to grizzly bear health. Presently grizzly population numbers are good, but with the proposed major projects and the unrealistic forestry harvest rate set by BC, we need to monitor as many animal health issues as possible.

Collaboration for wildlife health

These are only a few of the projects for fish and wildlife, and we are integrating the need for improving the health and populations of fish and wildlife as they relate to other areas (such as resource development, habitat destruction and climate change). As we mentioned earlier, we are working with many groups: other First Nation, BC and Federal Governments, research groups and universities, Tl'azt'en Leadership and Tl'azt'en Keyoh. We are also working at the province level with groups such as Together for Wildlife and their BC Wildlife and Habitat Conservation Forum.

Guardians and Monitoring

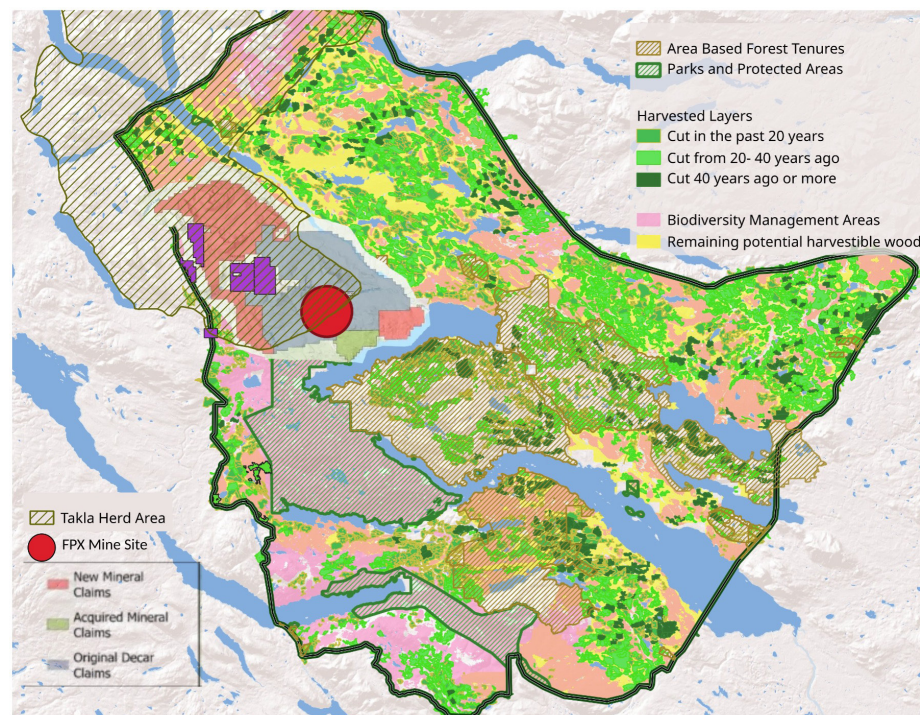
The NR department is working towards expanding our Guardians capabilities and expand our monitoring in the territory. As we see in the maps above and below, there is a significant amount of activity in the territory (forestry, mining, pipelines, water monitoring, fish and wildlife). We will be gradually adding people

to grow our Guardians with the hopes of having five people this season and continue to grow as we can train and coordinate with people

Conclusion

I would like to thank the people, like Renel Mitchell, that have been carrying out this important work before I had the privilege of working at Tl'azt'en Nation, leadership for being so active in maintaining Tl'azt'en Nations land rights, Keyoh for being so willing and active on protecting the land and the NR staff of Ron Winsor and Kirby Johnnie for their talents and tireless hard work.

This has been a very busy year for the Natural Resource Department and we are looking forward to working together to help the Nation and its Members in dealing with the pressures that are demanding so much from the land.



Ron Winser - Keyoh Ghuhinli - Gaurdian Program Coordinator



Ronald Winser Jr.

(GSAR) Member in Training (MIT).

2. Key Achievements:

A few technical and general Keyoh meetings discussing activities regarding Forestry, Liquified Natural Gas (LNG) Pipeline, and Mineral Exploration/Mining activities have occurred.

Some significant projects that focus on protection, preservation and revitalization are occurring for Salmon and Caribou in collaboration with other Nations and related BC Government agencies under the “Tuzis’tol T’ah” Talo (Sockeye Salmon) group plus the Takla Caribou Habitat Mapping project for the Takla Caribou Herd.

Natural Resources Department –
Neyun Huwuts’inli – We Take Care of
Our Land

1. Introduction:

Hello Tl’azt’en, my name is Ron Winser, and I am apart of the Beaver Clan. I have lived and worked in Tachie for the past thirty years raising a small family and working various jobs related to being a volunteer, coordinator, chairman, liaison, manager, executive director, councillor, and Chief. I dabbled in some Forestry with silviculture, high-lead logging, and heavy machinery operations. I trained and practised OFA level 3 First Aid for sixteen of those years. I am currently a Tachie Volunteer Firemen and a Fort St. James Ground Search and Rescue

3. Challenges and Lessons Learned:

Some of the challenges were getting grounded on the amount of information requiring responses and making it relevant to ongoing correspondences within and outside our band administration to stay up to date.

Most of these challenges are manageable through on-going scheduled internal administrative meetings at all levels with band staff, external agencies (NGO’s), BC, Keyoh Holders and general membership; just requires some juggling of time and dates.

Some strategies are simply staying on top of our calendars and ensuring all meeting engagements are attended to online or in person when required.

4. Collaborative Efforts:

Our department has been collaborating with Tanizul to assist with the Stewardship Harvesting Planning Process, we’ve started collaborating with surrounding Nations on protection, preservation and revitalization of Sockeye Salmon and Caribou.

I would like to thank my colleagues, Renel Mitchell, Scott Emmons and Kirby Johnny for making my transition back into natural resources so welcoming.

We’ve had a few other collaborations with outside agencies on inspecting Forestry Blocks, Culvert and sediment erosion control and archeology assessments. Some sturgeon telemetry stations were installed to monitor their direction of travel in Tachie River.

5. Future Goals:

I would like to be able to keep our membership more informed of events, meeting discussions, and decisions our department is making regarding all the activities happening that affect and impact our Keyoh.

I will utilize all my experience in attending and participating fully in meeting, discussions and events that assist me in learning and staying informed about everything that effects our natural resources.

I am hoping and ready to increase our Guardian capacity within the Nation to provide further opportunities for our existing and future Stewardship Land Guardians.

6. Conclusion:

The overall experience from last year to now has been an increase in pressure to be involved in all matters that require our decision-making and contributions on topics and issues that affect our collective lands, waters and air.

I would like to thank Tanizul, Tl'azt'en Administration and Leadership, plus Keyoh Holders for their patience on giving me this opportunity to assist our Nation in mitigating unnecessary negative impacts to our territory.

I hope more of your membership and youth decide to seek an education in environmental mitigation, in any form, to sustain our clean waters, lands and air for all to use.

Ron Winsor

Tube Mussi Cho



Social Development ~ 2025 AGA Report



Social Development

The Social development Department has had a busy year. With many projects and workplan activities being carried out. We have adapted to change, evolved and supported our members through various programming throughout the year. We have had our share of challenges, and we try diligently to plan and oversee operations to ensure we mitigate them, but as our services evolve and change, we are constantly providing support and needed oversight. We have had several services that we have implemented, such as the Pantry operations, changes to seasonal activities and other funding directed services to Members and clients.

We have had the support of the Members and clients we serve. Our department receives oversight and direction from our Council Portfolio holder, Beverly John and our Social Development Committee. The current Committee Members are Elder Margie Pierre, Elder Mary Ann Joseph, John Monk, Joyce Anatole, Justine Felix, Geraldine Joseph, and Nicole Robert. We have met quarterly at the least and provided a report of activities and general knowledge of policy and procedures. We receive feedback and direction and implement when possible. We thank the committee members for the important assistance, guidance and wisdom they bring to our department. Their contributions are significant.. The committee is open to our members. Please reach out if you are interested in being part of this work.

Some highlights of the department activities and services we would like to reflect

on are the following:

- Social Development Committee - The committee has had development sessions this year focused on capacity building and expanding their knowledge of programs and services we provide. Sessions included learning about Nezul Be Hunuyeh overview of programming, prevention funding programming and jurisdiction project developments. We will continue to update the committee and advise of developments moving forward. Committee members will also be attending Band Representative Training to give insight to the role and responsibility. More details will be shared in the coming months.
- Projects and Pantry Activities- Social Development program changes/ enhancements include Special Needs allowance introduction and increase. We have applied and distributed policy changes throughout the year. We will continue to issue according to policy, etc. We advise clients of changes in our monthly newsletter. We have also had success with operating the pantry and providing members monthly access to these services. With the increasing cost of food, we needed to provide additional support for our members especially those who face transportation barriers.
- Program Allowances - We have built into our annual workplan a gathering allowance distribution, this will assist Members with seasonal food gathering. It is a set amount distributed twice this summer. We have also inflation relief funding that will be distributed to clients September 2025 & December 2025. This funding also supports the Pantry operations.
- NBH Developments- I am a Board Director for our delegated Children & Families Agency. Ruby Prince & Elder Margie Pierre also sit on the board with me. We will continue to advocate for our families' needs through this important role. Please refer to Cindy Ghostkeeper's update to community for further highlights.
- Prevention Funding - We receive a set amount of funding from ISC. This fund has been distributed on our behalf to our delegated agency since 2021. This is the first year we will receive the funds directly to the Nation. The amount we receive is \$2500.00 per member on reserve

registered member population. We have engaged with Alyssa Melnyk of Changemakers to develop a workplan with ideas, suggestions, and feedback from community. This workplan was developed and reviewed by committee, staff and leadership and aligns with our Comprehensive Community Plan. We can modify our plan if required and submit annually to ISC. This report is required for ongoing support. We will keep you updated on information and developments.

Please note that NBH has been the recipient of this funding pot from prior years and we are developing a workplan for the transfer of past funding to the Nation. This funding is \$2.4 million dollars. This new funding will support many activities and projects to enhance programs and services to community members. Please watch out for developments.

- Jurisdiction - We have proposed to funders a workplan budget for this past year as well as the current year for this important project. We have been unsuccessful with recruiting a jurisdiction project coordinator, but continue to advertise and seek out a qualified candidate. If you are interested or know of an individual, please apply. This is a very important project for our members and future generations.
- Community Justice - We proposed this past winter for the program to transfer to Administration and under the guidance of ED Darren Haskell. The correlation and close connection of the program and oversight from leadership was important to maintain and was a driving factor in the decision to transfer. The possibility of

existing staff to lead the program and changes within the Social Development program were also considerations. Although, we have worked with Maddison Sam on the workplan and transfer with funders this was not long term. Justice funders from ISC and BC were anticipating a long-term commitment and some services of Alt measures to be followed through with, but this was not a reality. We were unable to identify a Community Justice Worker and consequently the program was cancelled. We can re establish the program with funders once we identify a worker. This is ongoing and a priority for the ED. We have not allowed this change to affect the biweekly visits from the Probation Officer & Native Court Worker and will continue to provide these services in the Social

Development Complex.

- Staff - We would like to acknowledge the contributions from many members of the community. The Social Development Committee, Alyssa Melnyk, Service providers such as NBH, many staff, Bethany Alexander & Leonie Mattess to name a few. The contributions of the Members are what makes our department the best we can be, we are no where near perfect but strive everyday to make a difference and positive impact for our members.

In closing, the Department has many opportunities and projects that members can look forward to. Stay connected and informed through our newsletters and notices. If you have ideas on future programing and projects, please reach out to our staff.

Awet'za



Michelle Pierre - Social Development Manager/Children and Families Band Rep
Social Development



Social Development

Hadi Ti'azt'enne, I've been working in this department for the past 6 years. I co-manage with Renata Monk. We oversee various programs within the department, including Income Assistance, Adult in-home care, Community Justice, and Children and Families. My duties include supervising staff, facilitating community programs such as the Community Pantry, Parenting Groups, Girls and Boys groups, Stipend Group, and the Intake process for Income Assistance. I also work with Tiffany, mentoring her in coordinating these programs. Additionally, I serve as the band representative, working with families that have open service with MCFD. I attend callouts when MCFD receives a

child protection report and act as the liaison between MCFD Social Workers and Ti'azt'en families, ensuring families are aware of their rights and responsibilities. I collaborate with families to find resources that support them during this process.

We had a busy year, organizing community engagements, offering family-friendly programs, and meeting with various departments and agencies to plan for community members to provide services such as the Community Pantry. This pantry, which opens once a month, requires careful planning, food ordering, and shopping at multiple grocery stores. In November, we organized a Children and Families Community Engagement with Alyssa Melnyk, a fun-filled day of community expectations, hopes, and dreams for children and families with

Ti'azt'en Nation. Thank you for being part of our planning work this year. You have helped us secure needed resources for more children and family programs. Additionally, we have a Girls Group for ages 10-16 that teaches life skills such as self-esteem, Dakelh Language, and cooking.

We've faced challenges in the community, but we work together as a team to overcome them and provide better services to our members.

I collaborate with various agencies, including Nezul Be Hunuyeh, MCFD, and BCANDS. Under Social Development, we often seek guidance or services from other agencies for ourselves and our members.

My work plan for the year focused on offering the programming for children and families that members told us was important during engagement and planning. I've been collaborating with the NBH, Education Department, and Recreation Department to facilitate Boys Day Camp and Girl's Day Camp. We've planned the weeks for this summer with family gatherings, cultural activities like berry picking, setting nets, and medicine picking. Additionally, I plan to start a Parenting Support Group this Fall.

I enjoy working with families and being the support person for our members. We all share the vision of working towards healthy families and healthy children.
Awet

Tiffany Felix - Social Development Receptio and Intake



Social Development

Hello, Tl'azt'en Nation! My name is Tiffany Felix, and I belong to the Lojuaboo Clan. My mother is Cindy Felix, daughter of Amilia Felix and Paul Felix Sr. My father is James Monk Jr, who has passed away, and his parents are Jimmy Monk Sr and Sophie Monk. I am a proud mother of four children and also care for my nephew.

I obtained my Administrative Assistance Professional Certificate from the University of Northern British Columbia (UNBC) on June 30, 2023. I am eager to continue my education in office administration, as I am passionate about working in this field. I have been part of the Social Development/Natural Resources department for nearly four

years. My responsibilities include answering phones, taking messages, and assisting community members with various needs.

Reception and Intake Duties

As an Intake Worker, I guide clients through the Income Assistance process, informing them about the necessary documentation, such as:

- Valid identification for themselves and their children
- Employment Insurance (EI) Verification
- Income Assistance Verification
- Notice of Assessment

- Canada Child Benefit Notice
- Updated Housing Rental Agreement from the Housing Department
- Monthly Renewal Slips
- Signed Budget and Decision for Quarterly

I ensure all files are up-to-date, adhering to Social Development policies and procedures.

Homemaker Coordinator Role

In my role as a Homemaker Coordinator, I assist elders or persons with disabilities (PWD) who require help with household tasks. I coordinate with Rose Aslin to conduct home assessments and determine the necessary assistance. I then communicate with clients to arrange for a suitable helper if they do not have someone in mind.

Future Goals

My goal is to earn my Dogwood Diploma, for which I need to complete a few more courses. I am committed to advancing my education to enhance my capabilities in office work, aspiring to do more than answer phones and take messages.

I extend my heartfelt gratitude to my supervisors for their invaluable support and guidance in my professional journey. I take pride in greeting everyone who visits our office with a warm and positive "hello" and always wish them a good day. I believe in creating a welcoming and supportive environment for all clients, ensuring they have a positive experience and receive the help they need.

Thank you for your time and support.





